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1987 TELEVISION EMPLOYEE COMPENSATION AND FRINGE BENEFITS REPORT

Broadcast Financial Management Association
701 Lee Street - Suite 1010, Des Plaines, IL 60016
(312) 296-0200

National Association of Broadcasters
1771 N Street, N.W., Washington, D.C. 20036
(202) 429-5300

Prepared by Cynthia Stanley, National Association of Broadcasters

For questions regarding this report call either:

Mark R. Fratrik, Director of Financial and Economic Research
Cynthia Stanley, Manager of Marketing and Survey Research
at (202) 429-5380

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METHODS

Questionnaires requesting salary and fringe benefits information were mailed to all U.S. commercial television stations in May 1987. Of the 1004 stations on the air at that time, 502 stations completed the survey. This results in an estimated response rate of 50.0%.

From the information collected, 20 tables have been prepared based on revenue categories, station type (affiliated, independent), and ADI rank. Information regarding station type and revenue were requested in the survey. Respondents were given the following instructions to fill out the employee compensation information.

1. **Fill in only those jobs which exist at your station.** Where duties of two classifications may be combined at your station, classify this person by major responsibility.

2. **Base Salary.** The base salary for each department head and support staff should be the annual compensation level as of March 31, 1987. For sales personnel only the annual compensation should be the 12 months of April 1, 1986 to March 31, 1987.

3. **Bonus.** The bonus paid to each of the department heads should be for the period April 1, 1986 through March 31, 1987.

4. **Number of Fulltime Employees.** Fulltime is defined as employees working 30 hours or more a week. At radio-television stations, employees working in both radio and television will be included only if they regularly work 30 hours or more a week in television.

Each table contains the average and median base salary for 15 different department heads as well as their average and median annual bonus. Also included in each table are average, median and average starting salaries for 17 different support staff positions. Definitions of these support staff positions can be found on page 42.

Average and median compensation for sales staff as well as the percent of stations using each of eight different compensation methods also are found in each table. The final area covered in each table is fringe benefits information including average number of paid holidays and paid sick days as well as the amount of vacation offered.

Two items within the tables merit special attention. The first, N/R, signifies that no stations responded to that category. Second, the average bonus is the average for all reported department heads whether they received a bonus or not. When the median bonus is 0 it signifies that at least half of the stations responding with a salary figure did not pay a bonus to that position during the past year.

Table I

All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	90,650	18,746	80,000	10,500
Asst. General Manager/Station Manager	58,889	8,056	55,750	0
Operations Manager	39,891	1,669	35,000	0
Program Director	37,381	1,590	33,000	0
Director of Engineering/Chief Engineer	40,464	1,393	39,200	0
News Director	45,675	2,193	40,300	0
Marketing Director	47,072	3,085	43,500	0
Promotion/Publicity Director	29,207	845	26,806	0
Production Manager	29,395	1,093	27,156	0
Business Manager/Controller	37,066	1,847	35,000	0
Traffic Manager/Supervisor	22,762	332	21,017	0
Community/Public Affairs Director	27,374	608	25,000	0
Art Director	25,026	67	22,400	0
Research Director	30,397	348	30,000	0
Human Resources Director	34,853	1,346	31,990	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	9	20,794	17,000	16,763
Maintenance Technician	4	25,082	23,500	20,198
Technical Director	4	21,606	18,675	18,167
Floor Director	2	18,661	17,264	15,569
Film/Tape Editor	3	18,816	16,212	15,517
Film Director	1	20,474	19,500	16,418
News Anchor	3	49,722	35,180	31,767
News Producer	3	22,844	21,798	19,048
News Reporter	7	24,203	19,300	18,053
News Photographer	8	19,671	16,818	15,738
Sportscaster	2	35,653	26,985	24,657
Weathercaster	2	38,648	31,918	25,871
Assignment Editor	2	24,034	23,150	21,024
Production Assistant	3	14,850	13,925	12,932
Producer/Director	4	22,884	20,820	18,782
Staff Artist	2	19,957	18,750	16,918
Traffic/Computer Operator	3	14,902	14,249	12,942

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	42,082	75,801	61,692	62,991	32,035
Median	36,939	72,500	60,000	64,000	25,500

Table I (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	6	3	6	48
Salary & Bonus	2	42	36	39	19
Straight Com.	25	4	5	6	4
Draw Against Com.	37	4	4	6	0
Salary & Com.	19	23	27	23	23
Salary, Bonus & Com.	9	20	22	19	4
Straight Com. w/bonus	8	1	2	0	0
Other	0	0	0	0	2

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 11

Sick Leave: Formal 77% Informal 23% Accumulate? Yes 39% No 61%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	1	41	1
	Dependents	13	22	63	2
Surgical Benefits:	Employee	56	1	42	2
	Dependents	13	22	63	2
Major Medical:	Employee	56	1	42	1
	Dependents	12	22	64	2
H.M.O.:	Employee	19	0	27	53
	Dependents	6	6	34	54
Dental:	Employee	35	4	27	34
	Dependents	10	13	42	36
Vision:	Employee	10	3	6	81
	Dependents	4	4	9	83
Disability:	Short Term	44	3	13	41
	Long Term	41	11	21	27
Accidental Death:	Employee	62	10	18	10
	Dependents	13	16	15	57
Group Life:	Employee	70	4	23	4
	Dependents	13	18	18	51
Pension Plan		47	1	5	48
Profit Sharing		22	0	6	72
401-K Plan		6	7	26	60
Employee Stock Option Plan		7	8	4	81
Education/Career Development					
Tuition Reimbursement		32	1	23	44
Workshops, Seminars etc.		71	2	6	21

Table II
Revenue Size Over $20 Million

All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	147,389	41,916	140,004	35,000
Asst. General Manager/Station Manager	93,985	27,070	85,000	14,840
Operations Manager	63,716	4,365	60,000	3,000
Program Director	59,564	4,143	59,250	3,078
Director of Engineering/Chief Engineer	57,955	4,019	58,400	2,160
News Director	79,335	7,775	79,170	4,400
Marketing Director	58,881	6,251	52,000	0
Promotion/Publicity Director	47,191	2,599	47,000	1,000
Production Manager	46,855	1,947	46,000	0
Business Manager/Controller	55,994	4,401	55,000	2,800
Traffic Manager/Supervisor	34,087	656	31,750	0
Community/Public Affairs Director	41,275	1,396	39,300	0
Art Director	37,008	115	35,000	0
Research Director	35,292	550	37,056	0
Human Resources Director	43,959	2,194	42,432	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	23	39,126	31,400	32,505
Maintenance Technician	8	35,362	35,048	28,643
Technical Director	5	33,843	34,970	29,643
Floor Director	4	25,502	26,400	21,284
Film/Tape Editor	5	27,648	25,422	21,824
Film Director	1	29,230	28,650	24,145
News Anchor	5	117,743	102,650	66,749
News Producer	6	32,475	32,180	27,604
News Reporter	12	45,626	40,804	31,713
News Photographer	16	30,500	29,267	23,966
Sportscaster	3	79,088	64,673	51,104
Weathercaster	2	76,036	67,472	46,977
Assignment Editor	3	30,849	28,762	27,120
Production Assistant	3	18,483	17,088	16,411
Producer/Director	6	35,261	32,850	30,166
Staff Artist	3	26,603	25,333	22,204
Traffic/Computer Operator	4	18,161	16,457	16,354

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	68,887	110,936	87,119	83,247	50,846
Median	60,000	109,600	85,000	79,400	41,900

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	3	2	2	43
Salary & Bonus	5	57	55	56	14
Straight Com.	27	5	5	3	0
Draw Against Com.	33	2	3	2	0
Salary & Com.	14	14	14	15	29
Salary, Bonus & Com.	12	20	22	23	14
Straight Com. w/bonus	9	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **11**

Sick Leave: Formal **72%** Informal **28%** Accumulate? Yes **32%** No **68%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	55	0	44	2
	Dependents	15	6	77	2
Surgical Benefits:	Employee	53	0	45	2
	Dependents	15	6	77	2
Major Medical:	Employee	55	0	44	2
	Dependents	14	6	79	2
H.M.O.:	Employee	30	0	52	18
	Dependents	12	0	70	18
Dental:	Employee	47	3	38	12
	Dependents	15	8	62	15
Vision:	Employee	19	5	11	66
	Dependents	6	5	20	69
Disability:	Short Term	61	2	5	32
	Long Term	47	15	29	10
Accidental Death:	Employee	67	14	14	5
	Dependents	14	22	14	51
Group Life:	Employee	72	2	25	2
	Dependents	13	26	20	41
Pension Plan		79	0	11	10
Profit Sharing		18	0	11	70
401-K Plan		5	11	45	40
Employee Stock Option Plan		12	22	7	60
Education/Career Development					
Tuition Reimbursement		45	0	38	17
Workshops, Seminars etc.		87	2	3	8

Table III
Revenue Size $10 - $20 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	116,530	29,025	112,030	21,400
Asst. General Manager/Station Manager	64,254	8,347	60,000	0
Operations Manager	54,726	3,186	50,500	1,850
Program Director	45,702	2,167	44,090	0
Director of Engineering/Chief Engineer	47,569	2,066	47,000	0
News Director	54,910	2,050	55,000	0
Marketing Director	41,652	2,301	37,250	0
Promotion/Publicity Director	35,899	961	35,100	0
Production Manager	34,460	1,329	34,792	0
Business Manager/Controller	43,801	3,140	42,336	1,000
Traffic Manager/Supervisor	25,566	404	24,980	0
Community/Public Affairs Director	27,378	463	25,900	0
Art Director	25,586	60	25,199	0
Research Director	25,380	0	23,550	0
Human Resources Director	32,568	1,322	31,704	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	12	23,347	22,036	17,553
Maintenance Technician	5	28,223	27,876	21,400
Technical Director	4	24,160	22,265	20,302
Floor Director	3	19,822	17,400	16,365
Film/Tape Editor	2	19,547	18,000	15,809
Film Director	1	23,006	22,180	17,908
News Anchor	4	55,572	51,400	35,583
News Producer	4	24,550	23,903	20,040
News Reporter	8	26,529	25,948	20,118
News Photographer	10	21,947	21,050	17,532
Sportscaster	2	37,669	35,483	26,552
Weathercaster	2	44,449	42,700	29,443
Assignment Editor	2	26,710	26,737	23,191
Production Assistant	4	16,013	15,000	14,583
Producer/Director	4	24,449	23,359	19,832
Staff Artist	1	19,677	19,726	17,119
Traffic/Computer Operator	3	15,932	15,600	13,252

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	47,596	90,638	72,752	67,445	36,782
Median	47,150	88,231	69,814	64,000	33,545

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	1	2	2	0
Salary & Bonus	1	50	36	47	67
Straight Com.	41	5	8	8	11
Draw Against Com.	25	5	8	10	0
Salary & Com.	14	15	20	15	22
Salary, Bonus & Com.	13	20	24	17	0
Straight Com. w/bonus	5	3	3	2	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **12**

Sick Leave: Formal **84%** Informal **16%** Accumulate? Yes **46%** No **54%**

	Years of Service										
Paid Vacation (average weeks)	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	57	0	42	1
	Dependents	16	8	75	1
Surgical Benefits:	Employee	55	0	44	1
	Dependents	16	8	75	1
Major Medical:	Employee	53	0	47	0
	Dependents	16	8	76	0
H.M.O.:	Employee	19	1	49	30
	Dependents	6	6	58	30
Dental:	Employee	38	5	33	24
	Dependents	14	7	54	25
Vision:	Employee	13	1	7	79
	Dependents	7	3	10	81
Disability:	Short Term	49	7	8	35
	Long Term	51	15	21	13
Accidental Death:	Employee	61	20	11	8
	Dependents	11	26	11	53
Group Life:	Employee	68	5	25	1
	Dependents	16	24	16	44
Pension Plan		63	1	3	32
Profit Sharing		26	0	7	67
401-K Plan		10	4	46	40
Employee Stock Option Plan		11	11	7	70
Education/Career Development					
Tuition Reimbursement		33	0	36	31
Workshops, Seminars etc.		81	4	5	9

Table IV
Revenue Size $ 6 - $10 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	87,860	15,689	85,000	12,037
Asst. General Manager/Station Manager	63,269	2,386	60,077	0
Operations Manager	40,998	1,404	37,500	0
Program Director	35,288	1,093	33,040	0
Director of Engineering/Chief Engineer	40,965	1,181	40,000	0
News Director	43,860	1,515	40,953	0
Marketing Director	43,436	2,408	38,872	0
Promotion/Publicity Director	26,756	571	26,520	0
Production Manager	30,106	1,173	30,000	0
Business Manager/Controller	38,252	1,817	36,000	0
Traffic Manager/Supervisor	21,895	355	21,017	0
Community/Public Affairs Director	23,976	357	23,929	0
Art Director	20,618	9	20,050	0
Research Director	28,354	122	27,110	0
Human Resources Director	24,678	68	25,850	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	7	20,817	17,800	16,300
Maintenance Technician	4	25,470	24,266	19,725
Technical Director	3	19,244	17,750	14,952
Floor Director	2	16,895	16,455	14,093
Film/Tape Editor	2	17,339	15,604	14,058
Film Director	1	19,392	19,696	15,088
News Anchor	3	38,879	35,649	28,589
News Producer	2	20,560	19,137	17,061
News Reporter	7	21,535	19,000	15,602
News Photographer	6	17,879	15,800	13,321
Sportscaster	2	28,663	28,000	21,595
Weathercaster	2	32,594	30,000	23,435
Assignment Editor	1	22,867	22,510	20,567
Production Assistant	4	14,829	13,000	11,870
Producer/Director	4	21,935	20,817	17,667
Staff Artist	1	17,528	17,941	14,931
Traffic/Computer Operator	3	15,618	14,542	13,230

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	48,905	72,803	55,467	55,368	27,043
Median	39,000	72,000	55,000	54,200	22,000

Table IV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	8	6	12	50
Salary & Bonus	0	50	39	30	6
Straight Com.	26	4	3	5	0
Draw Against Com.	38	4	5	10	0
Salary & Com.	16	14	25	25	31
Salary, Bonus & Com.	9	21	20	17	6
Straight Com. w/bonus	10	0	1	0	0
Other	0	0	0	2	6

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **11**

Sick Leave: Formal **76%** Informal **24%** Accumulate? Yes **37%** No **63%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	49	1	50	0
	Dependents	11	21	68	0
Surgical Benefits:	Employee	48	1	51	0
	Dependents	9	21	69	0
Major Medical:	Employee	48	1	51	0
	Dependents	9	21	70	0
H.M.O.:	Employee	15	0	28	57
	Dependents	4	7	32	58
Dental:	Employee	27	4	35	34
	Dependents	6	14	46	34
Vision:	Employee	8	2	6	84
	Dependents	4	4	7	85
Disability:	Short Term	45	0	20	35
	Long Term	44	13	30	13
Accidental Death:	Employee	70	10	16	3
	Dependents	12	19	10	59
Group Life:	Employee	73	3	23	1
	Dependents	15	16	14	54
Pension Plan		55	2	6	38
Profit Sharing		32	2	7	59
401-K Plan		7	6	28	59
Employee Stock Option Plan		7	8	4	81
Education/Career Development					
Tuition Reimbursement		35	3	19	43
Workshops, Seminars etc.		72	2	6	20

Table V
Revenue Size $ 4 - $6 Million

All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	81,320	15,703	75,938	13,500
Asst. General Manager/Station Manager	47,400	3,455	45,420	0
Operations Manager	33,279	1,630	31,400	0
Program Director	26,900	573	27,043	0
Director of Engineering/Chief Engineer	35,414	714	33,100	0
News Director	33,887	687	33,114	0
Marketing Director	46,375	113	52,625	0
Promotion/Publicity Director	21,254	360	20,000	0
Production Manager	23,976	1,143	22,500	0
Business Manager/Controller	30,908	846	30,000	0
Traffic Manager/Supervisor	19,214	70	19,470	0
Community/Public Affairs Director	19,445	122	17,900	0
Art Director	19,825	120	20,000	0
Research Director	17,850	500	17,850	500
Human Resources Director	19,533	60	19,600	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	16,227	15,000	13,724
Maintenance Technician	3	22,276	21,185	18,352
Technical Director	3	18,848	16,000	16,202
Floor Director	2	15,018	12,400	11,126
Film/Tape Editor	1	15,034	14,020	12,914
Film Director	1	16,019	16,000	13,054
News Anchor	3	27,876	25,772	22,254
News Producer	2	17,997	17,590	15,068
News Reporter	5	17,744	16,100	15,547
News Photographer	4	16,198	15,000	14,349
Sportscaster	2	22,918	20,300	17,510
Weathercaster	1	24,712	23,411	18,421
Assignment Editor	1	20,857	20,000	16,989
Production Assistant	3	14,194	13,200	12,857
Producer/Director	3	17,935	17,000	15,654
Staff Artist	1	15,415	14,000	13,280
Traffic/Computer Operator	2	13,871	14,041	12,060

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	33,839	65,030	52,835	47,614	26,750
Median	33,000	62,500	50,500	45,500	21,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	7	0	9	100
Salary & Bonus	1	25	26	30	0
Straight Com.	22	3	2	9	0
Draw Against Com.	30	3	2	4	0
Salary & Com.	25	30	40	13	0
Salary, Bonus & Com.	7	30	26	35	0
Straight Com. w/bonus	15	2	2	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **12**

Sick Leave: Formal **79%** Informal **21%** Accumulate? Yes **40%** No **60%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	63	1	36	0
	Dependents	15	25	58	1
Surgical Benefits:	Employee	63	1	36	0
	Dependents	15	24	59	1
Major Medical:	Employee	62	1	37	0
	Dependents	14	24	61	1
H.M.O.:	Employee	19	0	15	66
	Dependents	8	5	18	69
Dental:	Employee	39	4	15	41
	Dependents	12	10	32	46
Vision:	Employee	10	0	6	84
	Dependents	3	3	8	86
Disability:	Short Term	45	3	8	44
	Long Term	56	6	12	26
Accidental Death:	Employee	72	4	17	7
	Dependents	16	8	11	65
Group Life:	Employee	77	3	19	1
	Dependents	16	8	8	68
Pension Plan		40	0	3	57
Profit Sharing		14	0	2	84
401-K Plan		8	6	17	70
Employee Stock Option Plan		8	3	3	86
Education/Career Development					
Tuition Reimbursement		23	0	23	54
Workshops, Seminars etc.		67	1	7	24

Table VI
Revenue Size $ 2 - $4 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	66,046	11,398	65,000	3,467
Asst. General Manager/Station Manager	43,978	8,451	45,000	0
Operations Manager	29,224	525	27,500	0
Program Director	24,133	443	22,200	0
Director of Engineering/Chief Engineer	33,952	318	33,500	0
News Director	32,152	548	30,375	0
Marketing Director	31,733	2,400	35,200	0
Promotion/Publicity Director	20,804	285	19,620	0
Production Manager	22,491	292	22,426	0
Business Manager/Controller	28,472	344	26,875	0
Traffic Manager/Supervisor	18,765	153	17,220	0
Community/Public Affairs Director	18,671	65	17,015	0
Art Director	18,022	78	17,300	0
Research Director	34,010	1,375	34,010	1,375
Human Resources Director	25,500	0	25,500	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	14,663	13,888	12,190
Maintenance Technician	2	21,115	20,000	17,667
Technical Director	2	16,203	15,277	13,567
Floor Director	2	12,616	12,200	10,390
Film/Tape Editor	2	13,934	12,600	12,529
Film Director	1	14,528	13,500	12,857
News Anchor	2	24,638	21,750	18,498
News Producer	2	16,303	15,527	14,022
News Reporter	5	15,305	14,160	13,132
News Photographer	3	13,850	12,805	12,055
Sportscaster	1	19,272	18,546	15,475
Weathercaster	1	20,521	18,500	16,182
Assignment Editor	1	17,946	18,000	15,168
Production Assistant	3	13,197	13,000	11,371
Producer/Director	3	16,524	15,100	14,295
Staff Artist	1	15,110	14,300	13,807
Traffic/Computer Operator	2	13,409	13,000	11,919

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	28,816	58,661	45,399	40,025	32,062
Median	26,000	55,000	44,625	35,400	30,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	6	2	6	60
Salary & Bonus	2	39	15	21	20
Straight Com.	20	0	2	3	0
Draw Against Com.	41	3	4	6	0
Salary & Com.	24	33	46	52	20
Salary, Bonus & Com.	8	18	27	12	0
Straight Com. w/bonus	5	1	4	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **9**

Sick Leave: Formal **76%** Informal **24%** Accumulate? Yes **37%** No **63%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	62	1	35	2
	Dependents	9	35	53	2
Surgical Benefits:	Employee	61	1	34	4
	Dependents	10	35	52	4
Major Medical:	Employee	63	1	33	2
	Dependents	9	37	51	2
H.M.O.:	Employee	17	0	9	74
	Dependents	4	9	14	72
Dental:	Employee	38	5	20	38
	Dependents	8	21	33	39
Vision:	Employee	6	5	4	84
	Dependents	3	8	5	84
Disability:	Short Term	37	0	15	48
	Long Term	23	9	18	49
Accidental Death:	Employee	56	5	21	19
	Dependents	11	9	20	60
Group Life:	Employee	71	2	19	8
	Dependents	11	18	21	51
Pension Plan		21	0	3	76
Profit Sharing		25	0	3	72
401-K Plan		3	14	11	73
Employee Stock Option Plan		5	1	4	89
Education/Career Development					
Tuition Reimbursement		35	0	14	51
Workshops, Seminars etc.		69	1	8	22

Table VII
Revenue Size Under $2 Million

All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	55,822	4,630	50,000	0
Asst. General Manager/Station Manager	40,795	709	37,000	0
Operations Manager	26,690	42	25,000	0
Program Director	22,472	380	20,980	0
Director of Engineering/Chief Engineer	29,289	474	29,750	0
News Director	21,181	292	20,000	0
Marketing Director	40,500	214	48,000	0
Promotion/Publicity Director	18,729	3	16,000	0
Production Manager	19,416	584	18,200	0
Business Manager/Controller	22,182	463	20,000	0
Traffic Manager/Supervisor	16,219	344	15,550	0
Community/Public Affairs Director	16,206	775	16,200	0
Art Director	15,820	10	16,000	0
Research Director	20,000	0	20,000	0
Human Resources Director	23,800	1,500	23,800	1,500

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	12,973	12,000	10,658
Maintenance Technician	2	17,695	17,300	15,706
Technical Director	2	15,069	15,208	12,996
Floor Director	1	12,612	11,106	11,815
Film/Tape Editor	1	12,634	11,565	11,630
Film Director	1	14,347	15,000	13,188
News Anchor	2	17,125	15,500	15,882
News Producer	1	14,595	13,027	12,557
News Reporter	3	12,733	12,000	11,469
News Photographer	2	12,082	11,600	10,985
Sportscaster	1	15,029	15,000	13,215
Weathercaster	1	15,706	14,000	12,279
Assignment Editor	1	14,817	14,100	13,234
Production Assistant	2	12,634	12,000	11,709
Producer/Director	2	15,042	14,500	12,306
Staff Artist	2	17,128	12,750	12,250
Traffic/Computer Operator	2	11,664	11,400	10,459

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	22,195	43,684	34,350	33,538	14,800
Median	19,000	43,500	35,000	30,000	13,200

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	16	8	25	67
Salary & Bonus	1	18	32	13	0
Straight Com.	16	7	16	13	33
Draw Against Com.	51	4	0	0	0
Salary & Com.	22	42	28	38	0
Salary, Bonus & Com.	4	11	12	13	0
Straight Com. w/bonus	1	2	4	0	0
Other	3	0	0	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 9

Sick Leave: Formal 73% Informal 27% Accumulate? Yes 45% No 55%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	61	1	34	4
	Dependents	16	32	46	6
Surgical Benefits:	Employee	60	1	34	4
	Dependents	15	32	47	6
Major Medical:	Employee	59	1	35	4
	Dependents	16	32	46	6
H.M.O.:	Employee	16	2	9	74
	Dependents	4	9	13	75
Dental:	Employee	23	5	18	55
	Dependents	6	14	23	56
Vision:	Employee	8	3	3	85
	Dependents	5	4	4	88
Disability:	Short Term	27	6	10	57
	Long Term	21	3	10	66
Accidental Death:	Employee	43	3	28	26
	Dependents	14	10	27	49
Group Life:	Employee	58	6	25	11
	Dependents	10	13	29	48
Pension Plan		17	0	3	79
Profit Sharing		9	0	3	88
401-K Plan		7	3	10	80
Employee Stock Option Plan		2	0	0	98
Education/Career Development					
Tuition Reimbursement		18	0	13	68
Workshops, Seminars etc.		47	0	9	44

Table VIII
ADI Markets 1 - 10

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	171,155	44,199	160,000	44,000
Asst. General Manager/Station Manager	88,000	24,716	88,000	24,716
Operations Manager	76,417	7,398	83,250	3,575
Program Director	65,820	8,282	66,500	6,447
Director of Engineering/Chief Engineer	62,532	7,019	64,603	7,650
News Director	90,259	10,855	85,000	10,000
Marketing Director	80,449	16,167	85,000	6,000
Promotion/Publicity Director	52,849	3,381	49,500	2,625
Production Manager	50,032	1,806	52,300	0
Business Manager/Controller	63,511	9,068	62,250	6,933
Traffic Manager/Supervisor	43,004	1,077	37,400	0
Community/Public Affairs Director	39,702	1,000	37,000	0
Art Director	46,254	458	43,000	0
Research Director	31,833	556	34,500	0
Human Resources Director	45,364	671	43,400	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	32	38,290	37,700	26,508
Maintenance Technician	13	39,019	38,000	27,683
Technical Director	7	34,872	35,950	30,202
Floor Director	5	28,116	29,790	25,663
Film/Tape Editor	10	34,453	36,600	24,089
Film Director	2	30,474	32,236	26,447
News Anchor	6	181,469	183,017	84,607
News Producer	8	37,207	38,284	30,354
News Reporter	15	64,029	65,907	36,278
News Photographer	21	36,395	37,947	26,881
Sportscaster	3	127,523	104,302	59,660
Weathercaster	2	112,561	105,500	58,486
Assignment Editor	4	33,991	34,156	30,051
Production Assistant	5	19,677	19,597	16,576
Producer/Director	6	39,981	36,000	31,138
Staff Artist	3	34,807	25,980	25,256
Traffic/Computer Operator	5	19,786	18,250	17,371

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	60,827	116,855	89,154	83,987	N/R
Median	57,500	112,000	86,795	86,500	N/R

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	0	0	0	0
Salary & Bonus	15	83	83	85	0
Straight Com.	23	0	0	0	0
Draw Against Com.	23	0	0	0	0
Salary & Com.	23	17	8	15	0
Salary, Bonus & Com.	8	0	8	0	0
Straight Com. w/bonus	8	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) 9 Paid Sick Days (average) 12

Sick Leave: Formal 62% Informal 38% Accumulate? Yes 17% No 83%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	62	0	38	0
	Dependents	23	0	77	0
Surgical Benefits:	Employee	62	0	38	0
	Dependents	23	0	77	0
Major Medical:	Employee	62	0	38	0
	Dependents	23	0	77	0
H.M.O.:	Employee	38	0	54	8
	Dependents	23	0	69	8
Dental:	Employee	77	0	15	8
	Dependents	38	8	46	8
Vision:	Employee	8	0	15	77
	Dependents	0	0	15	85
Disability:	Short Term	36	9	18	36
	Long Term	23	8	46	23
Accidental Death:	Employee	69	15	8	8
	Dependents	25	17	8	50
Group Life:	Employee	69	0	31	0
	Dependents	23	0	23	54
Pension Plan		69	0	23	8
Profit Sharing		15	0	0	85
401-K Plan		8	0	31	62
Employee Stock Option Plan		8	23	8	62
Education/Career Development					
Tuition Reimbursement		62	0	31	8
Workshops, Seminars etc.		100	0	0	0

Table IX
ADI Markets 11 - 25

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	138,243	45,154	133,750	28,094
Asst. General Manager/Station Manager	89,250	16,310	85,000	0
Operations Manager	65,756	3,333	62,000	0
Program Director	59,906	3,919	60,000	1,000
Director of Engineering/Chief Engineer	57,248	3,120	58,236	0
News Director	78,583	7,497	78,825	3,188
Marketing Director	47,546	2,637	47,250	0
Promotion/Publicity Director	46,991	2,372	45,000	0
Production Manager	43,828	1,857	42,650	0
Business Manager/Controller	53,961	2,566	54,500	250
Traffic Manager/Supervisor	32,197	489	31,750	0
Community/Public Affairs Director	40,382	1,060	39,336	0
Art Director	36,039	58	35,000	0
Research Director	33,075	523	34,000	0
Human Resources Director	40,570	1,813	42,120	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	16	29,483	31,015	22,236
Maintenance Technician	7	33,441	34,420	27,485
Technical Director	6	32,913	33,924	26,615
Floor Director	4	25,416	26,246	19,300
Film/Tape Editor	4	24,679	24,107	18,700
Film Director	1	29,287	27,559	21,406
News Anchor	5	96,766	96,390	49,937
News Producer	7	30,345	31,036	24,871
News Reporter	12	42,038	40,977	30,452
News Photographer	15	29,816	29,800	23,557
Sportscaster	3	63,210	63,670	41,117
Weathercaster	2	62,761	61,908	42,059
Assignment Editor	3	29,640	28,300	25,123
Production Assistant	3	18,853	17,294	16,889
Producer/Director	6	31,789	32,033	26,349
Staff Artist	3	23,588	24,000	19,909
Traffic/Computer Operator	5	16,644	16,245	13,563

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	9				
Annual Compensation ($)					
Average	59,991	109,028	87,761	84,345	48,992
Median	59,300	101,850	85,000	77,250	24,090

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	6	3	3	33
Salary & Bonus	3	48	41	45	33
Straight Com.	33	6	9	7	0
Draw Against Com.	36	3	6	3	0
Salary & Com.	9	12	9	10	33
Salary, Bonus & Com.	6	24	31	31	0
Straight Com. w/bonus	12	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **11**

Sick Leave: Formal **72%** Informal **28%** Accumulate? Yes **31%** No **69%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	58	0	42	0
	Dependents	15	3	82	0
Surgical Benefits:	Employee	55	0	45	0
	Dependents	15	3	82	0
Major Medical:	Employee	55	0	42	3
	Dependents	12	3	82	3
H.M.O.:	Employee	32	0	45	23
	Dependents	6	0	71	23
Dental:	Employee	41	3	47	9
	Dependents	9	3	72	16
Vision:	Employee	25	3	6	66
	Dependents	9	3	19	69
Disability:	Short Term	48	0	3	48
	Long Term	48	10	29	13
Accidental Death:	Employee	66	16	13	6
	Dependents	9	18	12	61
Group Life:	Employee	69	0	28	3
	Dependents	6	25	16	53
Pension Plan		83	0	7	10
Profit Sharing		10	0	10	81
401-K Plan		13	6	35	45
Employee Stock Option Plan		17	17	7	59
Education/Career Development					
Tuition Reimbursement		48	0	39	13
Workshops, Seminars etc.		83	3	7	7

Table X
ADI Markets 26 - 50 — Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	123,391	23,036	115,500	21,675
Asst. General Manager/Station Manager	70,767	4,898	77,500	0
Operations Manager	54,533	4,008	53,300	850
Program Director	46,091	1,678	47,900	0
Director of Engineering/Chief Engineer	47,337	1,630	47,300	0
News Director	60,007	2,774	59,045	0
Marketing Director	41,021	542	37,000	0
Promotion/Publicity Director	35,641	981	35,138	0
Production Manager	34,308	708	34,342	0
Business Manager/Controller	46,288	2,496	45,360	0
Traff. Manager/Supervisor	26,404	422	26,050	0
Community/Public Affairs Director	30,142	734	28,810	0
Art Director	26,172	37	26,890	0
Research Director	25,626	0	25,000	0
Human Resources Director	32,289	1,834	34,112	1,200

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	13	24,066	22,206	16,987
Maintenance Technician	5	29,620	27,934	22,540
Technical Director	4	25,068	23,937	22,137
Floor Director	3	18,798	16,689	16,548
Film/Tape Editor	2	20,029	18,492	15,950
Film Director	1	23,397	22,663	19,277
News Anchor	4	68,061	58,300	49,793
News Producer	4	25,382	24,370	19,864
News Reporter	9	30,572	26,296	21,256
News Photographer	11	24,826	21,826	17,750
Sportscaster	2	41,654	37,740	31,428
Weathercaster	2	50,493	46,008	34,236
Assignment Editor	2	26,212	25,554	23,560
Production Assistant	4	16,462	15,000	13,044
Producer/Director	4	25,662	23,506	20,085
Staff Artist	2	20,010	19,460	16,757
Traffic/Computer Operator	3	16,038	15,500	13,087

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	52,822	92,263	73,405	67,704	45,501
Median	47,500	88,268	71,939	65,580	43,504

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	4	3	3	14
Salary & Bonus	2	46	45	54	57
Straight Com.	37	11	13	10	0
Draw Against Com.	24	4	5	5	0
Salary & Com.	13	11	13	13	29
Salary, Bonus & Com.	20	22	20	15	0
Straight Com. w/bonus	4	2	3	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **12**

Sick Leave: Formal **83%** Informal **17%** Accumulate? Yes **51%** No **49%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	53	0	45	2
	Dependents	13	13	72	2
Surgical Benefits:	Employee	51	0	47	2
	Dependents	13	13	72	2
Major Medical:	Employee	51	0	49	0
	Dependents	13	13	74	0
H.M.O.:	Employee	16	0	43	41
	Dependents	7	5	48	41
Dental:	Employee	36	4	30	30
	Dependents	9	6	55	30
Vision:	Employee	5	0	5	91
	Dependents	0	2	7	91
Disability:	Short Term	64	2	2	31
	Long Term	65	11	17	7
Accidental Death:	Employee	72	15	9	4
	Dependents	10	30	5	55
Group Life:	Employee	78	2	20	0
	Dependents	15	37	10	39
Pension Plan		71	0	7	22
Profit Sharing		27	0	9	64
401-K Plan		5	7	48	41
Employee Stock Option Plan		9	7	7	77
Education/Career Development					
Tuition Reimbursement		43	0	28	30
Workshops, Seminars etc.		91	0	0	9

Table XI
ADI Markets 51 - 75

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	97,334	22,107	95,000	17,000
Asst. General Manager/Station Manager	52,107	23,158	52,500	0
Operations Manager	45,575	1,385	40,000	0
Program Director	38,027	1,191	39,582	0
Director of Engineering/Chief Engineer	42,847	953	43,100	0
News Director	48,994	1,130	50,000	0
Marketing Director	49,804	1,042	45,000	0
Promotion/Publicity Director	29,312	548	30,000	0
Production Manager	30,173	506	29,700	0
Business Manager/Controller	38,322	1,587	36,868	914
Traffic Manager/Supervisor	21,863	419	21,660	0
Community/Public Affairs Director	26,386	173	26,000	0
Art Director	22,522	28	22,000	0
Research Director	27,237	143	27,720	0
Human Resources Director	28,004	0	29,500	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	9	20,771	20,414	14,606
Maintenance Technician	4	25,284	26,107	19,030
Technical Director	3	20,632	19,222	15,539
Floor Director	2	17,246	15,808	14,492
Film/Tape Editor	2	18,277	16,190	14,897
Film Director	1	21,152	20,727	15,013
News Anchor	4	44,650	42,003	31,606
News Producer	3	22,233	21,596	18,421
News Reporter	8	21,633	21,200	16,760
News Photographer	8	18,419	17,288	14,414
Sportscaster	2	33,110	32,000	23,628
Weathercaster	2	37,140	36,500	24,965
Assignment Editor	1	25,525	25,360	21,446
Production Assistant	4	14,160	12,000	12,103
Producer/Director	4	22,315	22,000	17,614
Staff Artist	1	18,526	17,945	15,551
Traffic/Computer Operator	3	14,713	14,800	12,305

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	41,448	75,503	58,271	60,456	34,600
Median	40,150	75,998	60,000	61,302	33,545

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	4	4	4	20
Salary & Bonus	3	55	33	36	30
Straight Com.	32	2	2	4	0
Draw Against Com.	30	2	6	11	0
Salary & Com.	15	20	33	29	40
Salary, Bonus & Com.	10	16	21	14	0
Straight Com. w/bonus	10	2	2	4	0
Other	0	0	0	0	10

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 11

Sick Leave: Formal 81% Informal 19% Accumulate? Yes 34% No 66%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	52	0	48	0
	Dependents	10	15	75	0
Surgical Benefits:	Employee	49	0	51	0
	Dependents	7	15	78	0
Major Medical:	Employee	49	0	51	0
	Dependents	7	15	78	0
H.M.O.:	Employee	25	0	35	40
	Dependents	5	7	46	42
Dental:	Employee	40	2	35	23
	Dependents	12	10	53	25
Vision:	Employee	9	2	4	86
	Dependents	9	2	4	86
Disability:	Short Term	46	4	24	26
	Long Term	37	20	29	14
Accidental Death:	Employee	59	17	17	7
	Dependents	7	19	13	61
Group Life:	Employee	65	3	30	2
	Dependents	9	22	19	50
Pension Plan		68	2	2	28
Profit Sharing		32	2	6	60
401-K Plan		9	2	34	55
Employee Stock Option Plan		13	13	9	64
Education/Career Development					
Tuition Reimbursement		38	2	29	31
Workshops, Seminars etc.		76	2	9	14

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	92,887	15,191	82,650	11,934
Asst. General Manager/Station Manager	62,000	4,839	52,488	0
Operations Manager	34,536	1,729	31,200	0
Program Director	28,740	1,142	28,000	0
Director of Engineering/Chief Engineer	37,493	1,969	38,440	0
News Director	40,278	2,012	40,000	0
Marketing Director	42,260	0	35,000	0
Promotion/Publicity Director	24,820	1,291	26,000	0
Production Manager	26,997	1,590	26,728	0
Business Manager/Controller	36,288	2,112	36,000	0
Traffic Manager/Supervisor	20,956	647	21,320	0
Community/Public Affairs Director	22,303	1,084	20,540	0
Art Director	19,765	5	19,000	0
Research Director	27,850	0	27,850	0
Human Resources Director	25,790	0	25,790	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	8	17,808	16,745	14,025
Maintenance Technician	5	23,083	22,152	17,868
Technical Director	3	17,741	17,080	14,579
Floor Director	2	14,675	14,581	12,702
Film/Tape Editor	2	14,953	14,104	12,153
Film Director	1	16,721	17,243	13,886
News Anchor	3	31,625	29,250	24,173
News Producer	2	19,618	18,971	17,682
News Reporter	6	18,719	18,529	15,438
News Photographer	6	16,795	15,609	13,729
Sportscaster	2	26,259	25,475	19,511
Weathercaster	1	29,204	28,216	21,096
Assignment Editor	1	21,948	21,000	19,968
Production Assistant	4	11,986	12,000	10,367
Producer/Director	4	19,481	19,025	16,769
Staff Artist	1	15,460	14,560	14,140
Traffic/Computer Operator	2	14,390	14,000	11,915

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	44,975	68,108	49,261	48,190	28,322
Median	38,000	65,000	51,000	48,561	31,500

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	3	3	12	71
Salary & Bonus	0	44	28	16	0
Straight Com.	24	0	3	0	0
Draw Against Com.	24	3	7	8	0
Salary & Com.	29	22	38	36	14
Salary, Bonus & Com.	10	28	17	24	14
Straight Com. w/bonus	12	0	3	0	0
Other	0	0	0	4	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 14

Sick Leave: Formal 78% Informal 22% Accumulate? Yes 26% No 74%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	46	0	51	2
	Dependents	15	13	70	3
Surgical Benefits:	Employee	46	0	51	2
	Dependents	15	13	70	3
Major Medical:	Employee	46	0	54	0
	Dependents	15	13	73	0
H.M.O.:	Employee	11	0	31	57
	Dependents	3	3	37	57
Dental:	Employee	21	0	39	39
	Dependents	6	6	50	39
Vision:	Employee	6	3	0	92
	Dependents	3	3	3	91
Disability:	Short Term	51	0	19	30
	Long Term	59	13	21	8
Accidental Death:	Employee	66	7	20	7
	Dependents	11	17	11	60
Group Life:	Employee	71	5	24	0
	Dependents	22	11	14	53
Pension Plan		47	0	14	39
Profit Sharing		30	0	5	65
401-K Plan		8	8	24	59
Employee Stock Option Plan		3	14	6	78
Education/Career Development					
Tuition Reimbursement		24	0	26	50
Workshops, Seminars etc.		72	0	3	26

Table XIII
ADI Markets 101 - 125

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	71,467	22,439	70,000	19,000
Asst. General Manager/Station Manager	46,338	1,840	45,210	0
Operations Manager	38,121	1,767	35,531	0
Program Director	27,497	865	30,500	0
Director of Engineering/Chief Engineer	36,433	1,021	35,000	0
News Director	37,114	1,139	38,000	0
Marketing Director	53,500	0	53,500	0
Promotion/Publicity Director	21,344	448	20,334	0
Production Manager	25,707	1,332	24,770	0
Business Manager/Controller	32,123	2,194	31,500	0
Traffic Manager/Supervisor	19,442	85	18,900	0
Community/Public Affairs Director	19,417	59	18,505	0
Art Director	19,781	60	20,280	0
Research Director	15,000	1,000	15,000	1,000
Human Resources Director	25,200	0	25,200	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	16,098	15,022	13,110
Maintenance Technician	4	23,496	21,736	19,790
Technical Director	3	18,784	15,948	16,892
Floor Director	2	14,696	13,377	11,675
Film/Tape Editor	1	17,213	17,701	14,825
Film Director	1	14,697	13,970	11,890
News Anchor	3	33,742	30,500	26,743
News Producer	2	18,569	18,500	15,298
News Reporter	6	18,709	16,875	16,836
News Photographer	5	16,277	14,000	15,290
Sportscaster	2	24,304	22,495	20,134
Weathercaster	1	28,400	26,280	20,859
Assignment Editor	1	21,231	20,020	19,089
Production Assistant	4	14,330	13,010	12,417
Producer/Director	4	19,195	17,979	16,867
Staff Artist	1	17,564	17,280	14,908
Traffic/Computer Operator	2	14,475	14,350	12,598

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	36,238	63,506	53,370	50,598	23,672
Median	37,040	64,550	52,000	51,100	19,708

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	3	0	5	83
Salary & Bonus	0	24	29	35	0
Straight Com.	21	8	4	5	0
Draw Against Com.	50	5	4	15	0
Salary & Com.	14	19	32	15	17
Salary, Bonus & Com.	7	38	32	25	0
Straight Com. w/bonus	7	3	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **10**

Sick Leave: Formal **88%** Informal **12%** Accumulate? Yes **48%** No **53%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	33	3	65	0
	Dependents	5	31	64	0
Surgical Benefits:	Employee	33	3	65	0
	Dependents	5	28	67	0
Major Medical:	Employee	36	2	62	0
	Dependents	5	32	63	0
H.M.O.:	Employee	3	3	18	76
	Dependents	0	6	18	76
Dental:	Employee	12	7	29	51
	Dependents	3	15	30	53
Vision:	Employee	3	0	5	92
	Dependents	0	0	5	95
Disability:	Short Term	21	5	16	58
	Long Term	24	8	34	34
Accidental Death:	Employee	54	7	34	5
	Dependents	18	18	8	56
Group Life:	Employee	60	5	33	2
	Dependents	8	19	11	62
Pension Plan		41	0	3	57
Profit Sharing		32	0	5	63
401-K Plan		6	6	25	64
Employee Stock Option Plan		3	0	3	94
Education/Career Development					
Tuition Reimbursement		24	3	29	45
Workshops, Seminars etc.		66	5	13	16

Table XIV
ADI Markets 126 - 150

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	62,115	10,249	60,000	4,135
Asst. General Manager/Station Manager	46,933	3,333	50,000	0
Operations Manager	28,834	1,836	29,250	0
Program Director	25,247	673	22,800	0
Director of Engineering/Chief Engineer	33,117	615	32,750	0
News Director	32,489	478	33,000	0
Marketing Director	39,890	2,627	35,200	680
Promotion/Publicity Director	18,732	51	18,000	0
Production Manager	22,220	315	22,000	0
Business Manager/Controller	28,667	989	28,900	0
Traffic Manager/Supervisor	17,533	15	17,100	0
Community/Public Affairs Director	18,043	119	17,015	0
Art Director	19,500	57	19,800	0
Research Director	20,350	100	20,350	100
Human Resources Director	16,700	140	16,700	140

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	15,214	13,500	12,600
Maintenance Technician	3	20,533	21,094	16,529
Technical Director	3	16,485	15,600	14,333
Floor Director	2	13,183	12,658	11,351
Film/Tape Editor	2	14,827	15,081	13,731
Film Director	1	15,453	16,400	13,161
News Anchor	3	23,763	21,610	18,429
News Producer	2	16,074	16,000	14,828
News Reporter	5	15,058	14,500	13,449
News Photographer	3	14,132	14,016	12,740
Sportscaster	1	18,440	18,000	16,738
Weathercaster	1	22,024	19,739	17,504
Assignment Editor	1	19,307	19,394	16,674
Production Assistant	3	13,629	13,550	12,157
Producer/Director	3	15,963	15,600	14,002
Staff Artist	1	14,290	13,500	12,952
Traffic/Computer Operator	2	13,208	13,000	12,063

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	29,729	60,876	42,124	38,773	25,000
Median	29,000	55,000	40,990	34,658	24,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	3	5	0	50
Salary & Bonus	0	22	19	30	0
Straight Com.	18	3	5	0	0
Draw Against Com.	43	9	10	20	0
Salary & Com.	23	38	43	40	50
Salary, Bonus & Com.	10	25	14	10	0
Straight Com. w/bonus	8	0	5	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **11**

Sick Leave: Formal **74%** Informal **26%** Accumulate? Yes **47%** No **53%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	4	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	63	0	35	3
	Dependents	13	30	55	3
Surgical Benefits:	Employee	63	0	35	3
	Dependents	13	30	55	3
Major Medical:	Employee	61	0	37	2
	Dependents	12	29	56	2
H.M.O.:	Employee	6	0	11	83
	Dependents	3	3	11	83
Dental:	Employee	42	3	21	34
	Dependents	11	24	32	34
Vision:	Employee	5	0	5	89
	Dependents	3	3	5	89
Disability:	Short Term	39	0	11	50
	Long Term	50	6	14	31
Accidental Death:	Employee	67	5	21	8
	Dependents	11	11	25	53
Group Life:	Employee	78	0	17	5
	Dependents	11	14	14	60
Pension Plan		44	0	6	50
Profit Sharing		9	0	3	88
401-K Plan		6	3	31	60
Employee Stock Option Plan		3	0	3	94
Education/Career Development					
Tuition Reimbursement		19	0	19	61
Workshops, Seminars etc.		66	0	11	24

Table XV
ADI Markets 151 +

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	61,462	11,546	60,000	1,900
Asst. General Manager/Station Manager	41,879	3,438	44,500	0
Operations Manager	29,296	655	26,400	0
Program Director	23,984	428	21,630	0
Director of Engineering/Chief Engineer	32,007	473	31,021	0
News Director	29,169	888	28,000	0
Marketing Director	50,600	1,833	46,500	0
Promotion/Publicity Director	17,910	115	15,543	0
Production Manager	23,092	807	21,800	0
Business Manager/Controller	25,092	446	24,000	0
Traffic Manager/Supervisor	15,855	110	15,559	0
Community/Public Affairs Director	16,984	85	16,810	0
Art Director	17,448	171	18,100	0
Research Director	N/R			
Human Resources Director	36,850	1,250	36,850	1,250

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	14,437	14,000	11,660
Maintenance Technician	2	19,162	18,000	14,828
Technical Director	3	16,448	15,092	12,543
Floor Director	2	14,052	12,000	11,084
Film/Tape Editor	1	13,402	12,292	11,108
Film Director	1	15,208	13,500	12,357
News Anchor	2	22,952	20,000	16,750
News Producer	2	17,448	16,650	14,126
News Reporter	5	14,553	13,400	12,231
News Photographer	3	13,124	12,000	10,915
Sportscaster	1	18,592	18,550	14,475
Weathercaster	1	20,644	20,000	15,248
Assignment Editor	1	17,833	17,582	15,557
Production Assistant	2	12,880	12,000	10,983
Producer/Director	3	15,748	14,500	11,765
Staff Artist	1	14,269	14,000	12,518
Traffic/Computer Operator	2	12,381	12,000	10,534

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	31,051	54,697	46,071	38,441	24,946
Median	26,295	50,000	39,829	33,020	18,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	7	0	8	67
Salary & Bonus	2	40	27	17	17
Straight Com.	26	7	6	17	17
Draw Against Com.	40	5	3	0	0
Salary & Com.	21	26	27	33	0
Salary, Bonus & Com.	5	12	30	25	0
Straight Com. w/bonus	6	5	6	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 13

Sick Leave: Formal 73% Informal 27% Accumulate? Yes 43% No 57%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	3	3

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	65	3	30	2
	Dependents	19	21	57	3
Surgical Benefits:	Employee	65	3	30	2
	Dependents	19	21	57	3
Major Medical:	Employee	65	3	30	2
	Dependents	19	21	57	3
H.M.O.:	Employee	9	2	8	81
	Dependents	6	2	11	81
Dental:	Employee	25	7	17	52
	Dependents	7	10	31	52
Vision:	Employee	7	4	2	87
	Dependents	5	4	4	87
Disability:	Short Term	43	6	15	37
	Long Term	37	9	18	37
Accidental Death:	Employee	61	5	21	13
	Dependents	16	5	23	55
Group Life:	Employee	66	5	21	8
	Dependents	22	5	27	45
Pension Plan		35	0	0	65
Profit Sharing		28	0	2	70
401-K Plan		5	7	14	74
Employee Stock Option Plan		6	2	0	92
Education/Career Development					
Tuition Reimbursement		38	0	12	50
Workshops, Seminars etc.		73	0	4	24

Table XVI
ADI Markets 1 - 10

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	108,273	24,539	96,050	7,000
Asst. General Manager/Station Manager	78,851	9,875	60,000	0
Operations Manager	41,873	2,167	36,980	750
Program Director	42,768	1,733	32,600	0
Director of Engineering/Chief Engineer	49,446	2,055	49,300	0
News Director	51,052	2,507	45,000	0
Marketing Director	38,667	0	37,000	0
Promotion/Publicity Director	38,147	1,513	41,400	0
Production Manager	39,143	1,453	41,000	0
Business Manager/Controller	46,619	3,197	49,180	0
Traffic Manager/Supervisor	27,761	363	27,000	0
Community/Public Affairs Director	36,792	1,469	32,500	0
Art Director	28,744	0	30,000	0
Research Director	40,089	471	43,000	0
Human Resources Director	37,497	3,531	27,000	750

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	16	24,688	21,000	22,558
Maintenance Technician	4	29,544	27,300	28,003
Technical Director	4	31,457	34,385	28,943
Floor Director	2	27,443	29,780	18,645
Film/Tape Editor	3	25,474	23,000	22,882
Film Director	2	26,393	28,500	24,313
News Anchor	2	74,156	40,700	63,148
News Producer	2	30,454	29,750	28,320
News Reporter	3	33,664	27,300	28,315
News Photographer	3	23,016	19,000	21,526
Sportscaster	1	62,553	44,800	71,420
Weathercaster	1	41,600	33,600	36,250
Assignment Editor	2	28,641	22,000	26,833
Production Assistant	2	16,669	16,000	17,991
Producer/Director	3	27,616	26,800	24,783
Staff Artist	2	23,634	23,600	23,500
Traffic/Computer Operator	3	15,883	15,000	15,307

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	47,660	94,620	90,426	82,295	30,000
Median	43,058	94,500	84,360	77,200	30,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	19	14	25	100
Salary & Bonus	0	48	36	25	0
Straight Com.	17	5	0	8	0
Draw Against Com.	58	0	0	0	0
Salary & Com.	8	29	50	42	0
Salary, Bonus & Com.	8	0	0	0	0
Straight Com. w/bonus	8	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **8**

Sick Leave: Formal **83%** Informal **17%** Accumulate? Yes **55%** No **45%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	54	4	42	0
	Dependents	21	29	50	0
Surgical Benefits:	Employee	50	4	42	4
	Dependents	21	25	50	4
Major Medical:	Employee	52	4	43	0
	Dependents	23	27	50	0
H.M.O.:	Employee	21	0	53	26
	Dependents	11	16	47	26
Dental:	Employee	41	5	27	27
	Dependents	18	18	36	27
Vision:	Employee	21	0	5	74
	Dependents	11	11	5	74
Disability:	Short Term	53	0	12	35
	Long Term	35	12	18	35
Accidental Death:	Employee	47	18	18	18
	Dependents	14	21	29	36
Group Life:	Employee	67	5	24	5
	Dependents	18	18	35	29
Pension Plan		47	0	6	47
Profit Sharing		24	0	18	59
401-K Plan		0	16	26	58
Employee Stock Option Plan		12	6	6	76
Education/Career Development					
Tuition Reimbursement		37	0	32	32
Workshops, Seminars etc.		76	0	12	12

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	105,698	12,109	115,875	0
Asst. General Manager/Station Manager	68,280	17,500	70,140	3,250
Operations Manager	51,410	1,910	52,810	400
Program Director	45,470	2,446	46,000	0
Director of Engineering/Chief Engineer	45,175	2,118	45,473	0
News Director	40,683	2,192	40,125	0
Marketing Director	45,333	6,833	39,550	0
Promotion/Publicity Director	37,614	908	37,175	0
Production Manager	34,250	1,744	36,400	0
Business Manager/Controller	40,926	1,546	38,666	0
Traffic Manager/Supervisor	27,467	424	26,000	0
Community/Public Affairs Director	28,693	497	25,900	0
Art Director	25,786	53	25,480	0
Research Director	29,982	600	27,500	0
Human Resources Director	33,833	0	29,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	10	42,800	20,475	44,946
Maintenance Technician	4	30,790	30,305	27,305
Technical Director	2	25,863	22,500	24,566
Floor Director	1	22,240	18,000	21,441
Film/Tape Editor	2	23,202	20,400	21,051
Film Director	1	25,423	24,500	20,968
News Anchor	2	59,245	51,025	44,521
News Producer	2	27,128	27,528	25,987
News Reporter	5	27,916	26,800	24,453
News Photographer	6	25,197	25,200	22,220
Sportscaster	1	38,706	34,000	33,229
Weathercaster	1	40,930	36,000	31,942
Assignment Editor	1	21,803	21,000	21,375
Production Assistant	4	18,133	16,400	16,789
Producer/Director	3	32,362	27,500	28,516
Staff Artist	2	21,542	19,628	20,054
Traffic/Computer Operator	4	21,050	15,063	20,291

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	69,558	91,261	70,273	73,922	29,400
Median	43,000	89,671	67,450	70,000	20,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	3	12	4	0	25
Salary & Bonus	0	50	56	55	25
Straight Com.	17	0	0	0	25
Draw Against Com.	45	4	4	5	0
Salary & Com.	21	12	19	15	25
Salary, Bonus & Com.	10	23	19	25	0
Straight Com. w/bonus	3	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 7

Sick Leave: Formal 79% Informal 21% Accumulate? Yes 23% No 77%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	53	0	43	3
	Dependents	13	20	63	3
Surgical Benefits:	Employee	50	0	47	3
	Dependents	13	20	63	3
Major Medical:	Employee	50	0	47	3
	Dependents	13	20	63	3
H.M.O.:	Employee	26	0	37	37
	Dependents	4	4	56	37
Dental:	Employee	38	0	38	24
	Dependents	14	14	48	24
Vision:	Employee	11	7	18	64
	Dependents	7	11	18	64
Disability:	Short Term	50	0	15	35
	Long Term	36	11	25	29
Accidental Death:	Employee	55	14	21	10
	Dependents	8	20	20	52
Group Life:	Employee	67	7	23	3
	Dependents	8	19	23	50
Pension Plan		38	0	8	54
Profit Sharing		19	0	4	77
401-K Plan		0	0	37	63
Employee Stock Option Plan		4	15	0	81
Education/Career Development					
Tuition Reimbursement		18	0	21	61
Workshops, Seminars etc.		64	4	4	29

Table XVIII
ADI Markets 26 - 50

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	86,113	22,077	80,000	18,000
Asst. General Manager/Station Manager	47,500	6,000	47,500	6,000
Operations Manager	34,297	0	31,000	0
Program Director	36,385	276	35,000	0
Director of Engineering/Chief Engineer	38,269	231	40,000	0
News Director	42,169	14	31,829	0
Marketing Director	33,480	6,000	35,700	0
Promotion/Publicity Director	26,759	603	26,760	0
Production Manager	27,124	283	25,000	0
Business Manager/Controller	33,910	500	35,000	0
Traffic Manager/Supervisor	21,140	80	20,000	0
Community/Public Affairs Director	24,920	58	23,465	0
Art Director	19,232	5	18,620	0
Research Director	N/R			
Human Resources Director	17,182	81	17,182	81

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	6	17,481	15,140	15,452
Maintenance Technician	3	27,267	24,075	23,678
Technical Director	3	18,527	14,040	17,319
Floor Director	1	16,889	17,160	13,830
Film/Tape Editor	3	14,736	14,000	12,153
Film Director	1	18,736	17,480	15,455
News Anchor	3	48,273	44,590	27,892
News Producer	5	25,392	25,392	21,366
News Reporter	9	31,203	31,203	19,630
News Photographer	8	23,284	27,040	21,879
Sportscaster	3	44,350	44,350	44,800
Weathercaster	3	52,325	52,325	30,000
Assignment Editor	2	39,956	39,956	44,000
Production Assistant	2	13,896	13,000	12,712
Producer/Director	2	20,677	22,100	18,144
Staff Artist	1	16,367	18,046	13,390
Traffic/Computer Operator	2	14,539	13,100	13,001

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	35,705	72,559	59,073	55,739	68,900
Median	35,000	70,000	59,392	55,000	68,900

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	8	0	13	0
Salary & Bonus	0	46	36	27	0
Straight Com.	27	0	9	7	0
Draw Against Com.	42	8	5	7	0
Salary & Com.	15	13	23	20	0
Salary, Bonus & Com.	4	25	27	27	100
Straight Com. w/bonus	12	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

Sick Leave: Formal **81%** Informal **19%** Accumulate? Yes **36%** No **64%**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	68	0	32	0
	Dependents	15	26	56	4
Surgical Benefits:	Employee	67	0	33	0
	Dependents	15	27	54	4
Major Medical:	Employee	67	0	33	0
	Dependents	15	27	54	4
H.M.O.:	Employee	32	0	18	50
	Dependents	10	15	25	50
Dental:	Employee	41	0	30	30
	Dependents	12	8	40	40
Vision:	Employee	19	4	19	58
	Dependents	4	9	26	61
Disability:	Short Term	42	4	8	46
	Long Term	35	4	23	38
Accidental Death:	Employee	70	11	7	11
	Dependents	21	8	17	54
Group Life:	Employee	82	4	11	4
	Dependents	24	8	20	48
Pension Plan		19	8	0	73
Profit Sharing		8	4	13	75
401-K Plan		0	16	24	60
Employee Stock Option Plan		4	8	8	79
Education/Career Development					
Tuition Reimbursement		12	4	24	60
Workshops, Seminars etc.		42	8	17	33

Table XIX
ADI Markets 51 - 100

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	71,333	10,481	75,000	5,000
Asst. General Manager/Station Manager	47,650	125	45,000	0
Operations Manager	35,618	1,538	32,150	0
Program Director	29,211	770	29,000	0
Director of Engineering/Chief Engineer	34,191	1,114	33,000	0
News Director	27,816	727	24,000	0
Marketing Director	35,202	0	23,000	0
Promotion/Publicity Director	24,620	133	23,000	0
Production Manager	23,972	913	21,000	0
Business Manager/Controller	29,274	1,790	28,000	0
Traffic Manager/Supervisor	19,393	463	19,100	0
Community/Public Affairs Director	17,985	873	20,000	0
Art Director	19,369	0	18,000	0
Research Director	26,500	0	26,500	0
Human Resources Director	N/R			

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	6	14,739	13,416	11,710
Maintenance Technician	2	20,020	20,000	17,807
Technical Director	2	20,062	16,224	14,045
Floor Director	2	14,207	12,500	11,680
Film/Tape Editor	2	12,936	11,960	11,465
Film Director	1	17,155	15,800	13,857
News Anchor	2	39,412	27,040	22,833
News Producer	2	19,518	21,690	14,533
News Reporter	6	26,595	19,650	13,545
News Photographer	5	14,569	14,850	12,496
Sportscaster	2	23,885	25,950	19,056
Weathercaster	1	26,416	32,750	16,900
Assignment Editor	1	18,720	17,160	14,000
Production Assistant	2	13,312	13,000	11,718
Producer/Director	2	18,603	18,000	16,408
Staff Artist	1	20,982	19,000	15,668
Traffic/Computer Operator	2	13,945	13,500	12,310

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	36,519	61,821	49,162	51,135	23,000
Median	26,500	60,000	45,000	53,717	20,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	9	6	0	67
Salary & Bonus	3	39	31	54	0
Straight Com.	32	0	6	0	0
Draw Against Com.	32	0	0	8	0
Salary & Com.	21	39	31	38	33
Salary, Bonus & Com.	5	12	25	0	0
Straight Com. w/bonus	5	0	0	0	0
Other	3	0	0	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 7

Sick Leave: Formal 69% Informal 31% Accumulate? Yes 46% No 54%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	68	0	29	3
	Dependents	8	42	47	3
Surgical Benefits:	Employee	69	0	28	3
	Dependents	6	44	47	3
Major Medical:	Employee	70	0	27	3
	Dependents	8	43	46	3
H.M.O.:	Employee	20	0	13	67
	Dependents	3	13	20	63
Dental:	Employee	36	11	8	44
	Dependents	9	23	23	46
Vision:	Employee	15	6	3	76
	Dependents	3	6	9	82
Disability:	Short Term	27	0	12	61
	Long Term	30	9	15	45
Accidental Death:	Employee	55	3	21	21
	Dependents	10	17	17	57
Group Life:	Employee	70	3	19	8
	Dependents	9	22	16	53
Pension Plan		18	0	0	82
Profit Sharing		20	0	3	77
401-K Plan		12	12	3	74
Employee Stock Option Plan		0	6	0	94
Education/Career Development					
Tuition Reimbursement		31	0	14	56
Workshops, Seminars etc.		55	3	3	39

Table XX
ADI Markets 101 +

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	68,648	3,177	66,500	0
Asst. General Manager/Station Manager	35,675	214	30,000	0
Operations Manager	27,689	38	29,259	0
Program Director	23,120	536	22,350	0
Director of Engineering/Chief Engineer	32,750	476	32,067	0
News Director	32,951	762	32,000	0
Marketing Director	42,500	500	51,000	0
Promotion/Publicity Director	22,678	476	22,000	0
Production Manager	24,500	2,183	22,000	0
Business Manager/Controller	28,849	604	25,516	0
Traffic Manager/Supervisor	19,231	31	18,000	0
Community/Public Affairs Director	16,063	108	17,000	0
Art Director	18,405	56	19,500	0
Research Director	N/R			
Human Resources Director	40,000	5,000	40,000	5,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	6	13,444	12,640	11,199
Maintenance Technician	3	19,994	19,715	16,418
Technical Director	3	16,381	14,290	14,133
Floor Director	2	16,321	13,000	11,664
Film/Tape Editor	2	12,812	12,135	10,746
Film Director	1	15,639	15,290	13,833
News Anchor	2	25,889	23,810	24,278
News Producer	2	15,967	15,393	14,271
News Reporter	5	17,713	17,930	14,452
News Photographer	5	14,114	14,786	11,387
Sportscaster	2	28,802	25,288	16,957
Weathercaster	1	23,395	24,050	18,878
Assignment Editor	1	21,686	19,750	15,664
Production Assistant	2	14,942	14,740	12,686
Producer/Director	3	17,570	16,639	14,772
Staff Artist	1	19,045	21,038	13,880
Traffic/Computer Operator	2	12,685	12,500	11,385

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	25,100	50,252	44,872	35,618	21,500
Median	22,544	50,000	42,000	35,400	21,500

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	7	6	15	100
Salary & Bonus	0	19	24	8	0
Straight Com.	9	0	0	15	0
Draw Against Com.	33	0	0	0	0
Salary & Com.	36	48	41	31	0
Salary, Bonus & Com.	12	26	24	31	0
Straight Com. w/bonus	6	0	6	0	0
Other	3	0	0	0	0

BENEFITS

Paid Holidays (average) 7 Paid Sick Days (average) 11

Sick Leave: Formal 66% Informal 34% Accumulate? Yes 35% No 65%

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	2	3	3	3	3	3	3

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	69	3	26	3
	Dependents	12	45	39	3
Surgical Benefits:	Employee	69	3	26	3
	Dependents	12	45	39	3
Major Medical:	Employee	66	3	29	3
	Dependents	9	45	42	3
H.M.O.:	Employee	32	0	16	52
	Dependents	13	13	17	57
Dental:	Employee	35	9	12	44
	Dependents	6	24	24	45
Vision:	Employee	12	6	6	76
	Dependents	3	10	10	77
Disability:	Short Term	38	6	3	53
	Long Term	28	7	3	62
Accidental Death:	Employee	63	0	11	26
	Dependents	10	14	7	69
Group Life:	Employee	71	9	11	9
	Dependents	6	19	6	68
Pension Plan		23	0	0	77
Profit Sharing		13	0	0	87
401-K Plan		7	10	10	73
Employee Stock Option Plan		10	0	0	90
Education/Career Development					
Tuition Reimbursement		23	0	13	65
Workshops, Seminars etc.		50	0	7	43

Definitions — Support Staff

Operator Technician
Has the capability of operating all technical operational equipment.

Maintenance Technician
Performs maintenance and repair of electronic equipment.

Technical Director
Prepares, sets up, operates and adjusts audio and visual broadcast equipment master controls to assure the proper transmission of television signals.

Floor Person
Responsible for the preparation, handling, placement, operation, maintenance and repair of backgrounds, scenic sections and devices.

Floor Director
Supervises floor people, making sure all necessary preparations for in-studio productions have been made.

Film Director
Responsible for the overall supervision and work flow of the Film Department.

Film/Tape Editor
Edits film/tape to meet time limitations, provides films upon request.

News Anchor
Presents news copy and film and video reports on camera within specified news periods during the station's broadcast day.

News Producer
Responsible for the production of regularly scheduled TV newscasts; schedules and coordinates all TV news personnel as their efforts relate to the production of a news program.

News Reporter
Gathers news in the field; writes news stories to be used in TV news programs and reports TV news stories.

News Photographer
Responsible for the effective operating camera and editing of the film/tape visual and audio aspects.

Sportscaster
Collects and prepares information for reporting sports events and conducts interviews. Presents sports news segment on regular news programs.

Weathercaster
Prepares and delivers weather information within station newscast.

Assignment Editor
Maintains files and information relating to news events and plans the daily operation of news coverage.

Production Assistant
Responsible for overall production quality of all commercials, promotionals, public service announcements.

Producer/Director
Directs broadcasts, commercials, announcements and other locally produced programs. Responsible for the final product being developed.

Staff Artist
Designs print media advertisements, various graphics for "on-air usage," and graphics for use in commercials.

Traffic/Computer Operator
Prepares minute-by-minute schedule of all on-air television programming, commercials and public service announcements. May be responsible for entering all pertinent data into the computer and generating necessary reports.

1988

TELEVISION

EMPLOYEE COMPENSATION

AND FRINGE BENEFITS

REPORT

Broadcast Financial Management Association
701 Lee Street - Suite 1010, Des Plaines, IL 60016
(312) 296-0200

National Association of Broadcasters
1771 N Street, N.W., Washington, D.C. 20036
(202) 429-5300

Prepared by Brenda Helregel, NAB Research and Planning Department

For questions regarding this report call either:

Mark R. Fratrik, Director of Financial and Economic Research
Brenda Helregel, Research and Financial Analyst
at (202) 429-5380

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42 Definitions of Support Staff Positions

METHODS

Questionnaires requesting salary and fringe benefits information were mailed to all U.S. commercial television stations in May 1988. Of these 940 stations, 540 stations completed the survey resulting in a response rate of 57.4%.

From the information collected, 20 tables have been prepared based on revenue categories, station type (affiliated, independent), and ADI rank. Information regarding these categorizations were requested in the survey.

Respondents were given the following instructions to fill out the employee compensation information.

> **Fill in only those jobs which exist at your station.** Where duties of two classifications may be combined at your station, classify this person by major responsibility.
>
> **Base Salary.** The base salary for each department head and support staff should be the annual compensation level as of March 31, 1988. For sales personnel only, the annual compensation should be the 12 months of April 1, 1987 to March 31, 1988.
>
> **Starting Annual Salary.** The starting annual salaries are for new employees with little or no experience.
>
> **Bonus.** The bonus paid to each of the department heads should be for the period of April 1, 1987 through March 31, 1988.
>
> **Number of Fulltime Employees.** Fulltime is defined as employees working 30 hours or more a week. At radio-television stations, employees working in both radio and television will be included only if they regularly work 30 hours or more a week in television.
>
> **Fringe Benefits.** Report fringe benefits offered to majority of employees.

Each table contains the average and median base salary for 15 different department heads as well as their average and median annual bonus. Also included in each table are average, median, and average starting salaries for 17 different support staff positions. Definitions of these support staff positions can be found on page 42.

Average and median compensation for sales staff as well as the percent of stations using each of eight different compensation methods also are found in each table. The final area covered in each table is fringe benefits information including average number of paid holidays and paid sick days as well as the amount of vacation offered.

Two items within the tables merit special attention. The first, N/R, signifies that no stations responded to that category. Second, the average bonus is the average for all reported department heads whether they received a bonus or not. When the median bonus is 0 it signifies that at least half of the stations responding with a salary figure did not pay a bonus to that position during the past year.

Table I

All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	98,395	17,100	90,000	8,000
Asst. General Manager/Station Manager	66,404	6,519	59,012	0
Operations Manager	42,293	1,644	37,660	0
Program Director	39,536	1,641	35,000	0
Director of Engineering/Chief Engineer	43,496	1,520	41,600	0
News Director	50,486	2,130	44,000	0
Marketing Director	52,892	2,925	46,520	0
Promotion/Publicity Director	31,581	975	28,491	0
Production Manager	31,317	776	29,100	0
Business Manager/Controller	39,198	2,050	37,000	0
Traffic Manager/Supervisor	24,469	353	22,814	0
Community/Public Affairs Director	28,902	561	26,510	0
Art Director	28,207	142	25,700	0
Research Director	34,526	940	32,360	0
Human Resources Director	37,630	1,260	33,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	10	20,257	17,902	15,275
Maintenance Technician	4	26,168	25,000	20,307
Technical Director	4	22,987	19,552	18,683
Floor Director	3	20,203	18,778	15,726
Film/Tape Editor	3	19,984	17,800	15,563
Film Director	1	20,873	19,284	16,961
News Anchor	4	55,607	39,000	30,152
News Producer	4	24,919	23,812	19,657
News Reporter	7	26,152	20,972	18,819
News Photographer	8	20,609	18,026	15,957
Sportscaster	2	40,032	29,145	24,417
Weathercaster	2	43,425	32,552	26,088
Assignment Editor	2	25,929	25,200	20,851
Production Assistant	3	15,352	14,743	12,808
Producer/Director	4	23,430	21,493	18,680
Staff Artist	2	20,855	20,000	17,656
Traffic/Computer Operator	3	15,308	14,700	12,789

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	41,908	81,575	64,732	66,186	33,780
Median	38,223	78,000	61,999	65,000	26,480

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	1	7	4	6	31
Salary & Bonus	2	38	35	42	16
Straight Com.	27	2	3	4	0
Draw Against Com.	36	4	6	6	8
Salary & Com.	12	25	25	22	33
Salary, Bonus & Com.	10	21	23	17	7
Straight Com. w/bonus	10	1	3	2	2
Other	2	1	1	2	3

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **37%** No **63%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	54	1	44	1
	Dependents	14	21	64	2
Surgical Benefits:	Employee	54	0	44	1
	Dependents	14	20	64	2
Major Medical:	Employee	54	1	45	1
	Dependents	13	21	64	1
H.M.O.:	Employee	19	1	28	52
	Dependents	6	8	35	52
Dental:	Employee	37	5	33	25
	Dependents	13	16	45	25
Vision:	Employee	9	3	12	77
	Dependents	5	5	12	78
Disability:	Short Term	46	3	13	38
	Long Term	44	13	19	24
Accidental Death:	Employee	65	6	19	10
	Dependents	11	18	16	55
Group Life:	Employee	71	2	23	4
	Dependents	15	19	19	47
Pension Plan		46	0	5	49
Profit Sharing		20	0	6	74
401-K Plan		6	9	33	53
Employee Stock Option Plan		5	6	6	83
Education/Career Development					
Tuition Reimbursement		30	1	26	43
Workshops, Seminars etc.		71	1	7	22

Table II
Revenue Size Over $20 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	154,752	33,268	148,400	26,073
Asst. General Manager/Station Manager	103,431	11,160	95,800	5,250
Operations Manager	59,042	3,641	61,500	1,500
Program Director	61,679	4,203	61,000	1,475
Director of Engineering/Chief Engineer	61,283	3,747	59,500	1,000
News Director	80,454	5,242	78,375	1,475
Marketing Director	69,598	4,618	63,775	0
Promotion/Publicity Director	49,658	2,488	48,000	0
Production Manager	45,735	1,370	44,700	0
Business Manager/Controller	58,134	4,675	56,000	1,667
Traffic Manager/Supervisor	34,610	972	33,061	0
Community/Public Affairs Director	39,905	1,232	39,853	0
Art Director	37,305	221	34,972	0
Research Director	40,668	1,357	39,110	0
Human Resources Director	43,115	1,893	39,550	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	19	31,024	30,710	21,371
Maintenance Technician	8	35,608	35,532	26,011
Technical Director	5	34,223	35,000	28,602
Floor Director	4	26,159	25,350	19,183
Film/Tape Editor	4	27,818	27,379	20,806
Film Director	1	27,092	26,350	22,289
News Anchor	5	113,729	97,474	52,536
News Producer	6	33,521	31,746	25,193
News Reporter	11	46,360	39,797	31,112
News Photographer	15	31,612	30,677	23,640
Sportscaster	3	81,513	60,346	44,340
Weathercaster	2	79,693	66,731	43,374
Assignment Editor	3	31,622	30,500	25,103
Production Assistant	4	18,992	17,695	15,496
Producer/Director	5	34,761	33,650	27,335
Staff Artist	3	25,809	25,023	21,487
Traffic/Computer Operator	4	18,503	17,680	15,321

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	9				
Annual Compensation ($)					
Average	59,626	114,119	86,293	83,126	39,633
Median	56,361	110,000	82,038	81,898	35,120

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	5	2	2	23
Salary & Bonus	7	57	60	56	23
Straight Com.	30	4	3	5	0
Draw Against Com.	30	1	2	2	5
Salary & Com.	8	13	15	15	45
Salary, Bonus & Com.	13	18	16	19	5
Straight Com. w/bonus	10	1	1	1	0
Other	2	1	1	1	0

BENEFITS

Paid Sick Days (average) **10** Accumulate? Yes **28%** No **72%**

Paid Vacation	Years of Service						
	1	2	3	5	10	15	20+
(average weeks)	2	2	2	3	3	4	4

Paid Holidays (average) **8**

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	48	1	51	0
	Dependents	11	10	78	1
Surgical Benefits:	Employee	48	1	51	0
	Dependents	11	10	78	1
Major Medical:	Employee	47	1	51	1
	Dependents	12	9	78	2
H.M.O.:	Employee	27	3	46	25
	Dependents	13	4	59	25
Dental:	Employee	47	6	42	6
	Dependents	18	13	63	6
Vision:	Employee	13	4	21	63
	Dependents	7	4	23	67
Disability:	Short Term	54	1	9	36
	Long Term	49	14	22	14
Accidental Death:	Employee	72	11	13	5
	Dependents	11	27	15	46
Group Life:	Employee	75	0	24	1
	Dependents	12	26	19	43
Pension Plan		76	0	9	15
Profit Sharing		14	0	6	80
401-K Plan		7	10	45	38
Employee Stock Option Plan		9	8	9	75
Education/Career Development					
Tuition Reimbursement		40	0	33	27
Workshops, Seminars etc.		76	0	7	17

Table III
Revenue Size $10 - $20 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	118,492	24,188	113,100	15,000
Asst. General Manager/Station Manager	71,834	12,410	67,600	1,242
Operations Manager	52,552	2,949	49,075	350
Program Director	45,505	1,883	45,000	0
Director of Engineering/Chief Engineer	46,939	1,936	46,975	0
News Director	56,078	2,297	54,600	0
Marketing Director	48,544	2,011	46,000	0
Promotion/Publicity Director	35,644	1,239	35,000	0
Production Manager	35,154	1,140	35,000	0
Business Manager/Controller	44,002	2,927	43,500	566
Traffic Manager/Supervisor	26,680	272	26,222	0
Community/Public Affairs Director	27,952	410	27,000	0
Art Director	26,930	98	26,000	0
Research Director	27,609	426	24,100	0
Human Resources Director	37,749	996	33,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	11	22,650	21,778	16,397
Maintenance Technician	5	28,147	28,375	21,067
Technical Director	4	23,035	20,280	18,025
Floor Director	2	20,216	19,625	15,803
Film/Tape Editor	2	20,123	20,000	15,077
Film Director	1	24,365	23,208	18,568
News Anchor	4	55.314	47,828	34,684
News Producer	4	25,379	25,340	20,477
News Reporter	8	26,076	24,800	19,277
News Photographer	9	21,884	21,110	16,797
Sportscaster	2	37,439	35,545	26,101
Weathercaster	2	44,236	42,833	28,652
Assignment Editor	1	27,356	26,968	22,258
Production Assistant	4	16,227	15,823	13,845
Producer/Director	4	24,596	24,041	19,368
Staff Artist	1	20,661	20,756	17,163
Traffic/Computer Operator	3	15,952	15,830	13,366

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	52,117	92,177	71,348	67,207	41,606
Median	47,000	86,981	69,505	66,422	36,690

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	4	6	5	18
Salary & Bonus	2	49	42	43	29
Straight Com.	37	2	4	6	0
Draw Against Com.	31	5	7	9	0
Salary & Com.	11	19	22	22	35
Salary, Bonus & Com.	10	16	16	10	12
Straight Com. w/bonus	5	2	2	4	6
Other	3	1	1	1	0

BENEFITS

Paid Sick Days (average) **10** Accumulate? Yes **45%** No **55%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **8**
(average weeks)	2	2	2	3	3	4	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	46	0	51	3
	Dependents	14	13	71	3
Surgical Benefits:	Employee	46	0	51	3
	Dependents	13	13	72	3
Major Medical:	Employee	44	1	55	0
	Dependents	12	12	75	0
H.M.O.:	Employee	17	0	43	40
	Dependents	4	5	50	40
Dental:	Employee	34	6	40	20
	Dependents	16	11	52	21
Vision:	Employee	12	1	13	75
	Dependents	7	2	14	77
Disability:	Short Term	56	3	17	23
	Long Term	54	18	26	2
Accidental Death:	Employee	63	8	21	8
	Dependents	9	15	16	61
Group Life:	Employee	70	1	27	2
	Dependents	18	16	16	49
Pension Plan		58	0	3	39
Profit Sharing		28	0	9	63
401-K Plan		7	10	46	37
Employee Stock Option Plan		3	12	11	74
Education/Career Development					
Tuition Reimbursement		35	0	31	34
Workshops, Seminars etc.		80	1	4	14

Table IV
Revenue Size $ 6 - $10 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	91,597	16,317	90,000	9,789
Asst. General Manager/Station Manager	62,745	6,276	60,000	2,749
Operations Manager	43,561	1,288	42,000	0
Program Director	33,752	747	32,000	0
Director of Engineering/Chief Engineer	41,537	1,263	42,000	0
News Director	43,436	1,376	42,000	0
Marketing Director	42,788	2,094	33,050	0
Promotion/Publicity Director	26,660	629	26,000	0
Production Manager	30,890	900	30,650	0
Business Manager/Controller	36,373	1,506	36,750	0
Traffic Manager/Supervisor	22,438	268	22,100	0
Community/Public Affairs Director	22,830	77	21,100	0
Art Director	21,079	40	20,388	0
Research Director	23,877	328	19,754	280
Human Resources Director	28,951	146	31,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	7	17,977	16,500	15,323
Maintenance Technician	4	24,261	24,350	19,747
Technical Director	3	18,770	18,000	15,559
Floor Director	2	15,729	15,100	14,394
Film/Tape Editor	2	16,339	16,000	13,375
Film Director	1	18,238	17,803	15,212
News Anchor	4	38,954	37,518	26,623
News Producer	2	21,280	21,000	17,745
News Reporter	7	19,926	19,100	15,980
News Photographer	6	16,756	16,536	13,801
Sportscaster	2	28,332	27,250	20,567
Weathercaster	2	31,192	30,488	22,536
Assignment Editor	1	23,908	23,028	19,609
Production Assistant	3	14,712	14,150	12,849
Producer/Director	3	20,494	20,583	17,621
Staff Artist	1	17,174	16,500	15,436
Traffic/Computer Operator	2	14,764	14,200	12,266

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	40,544	73,245	56,269	54,509	25,304
Median	38,551	75,000	55,000	52,550	19,717

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	1	8	6	10	56
Salary & Bonus	1	31	24	37	0
Straight Com.	28	2	6	4	0
Draw Against Com.	32	5	8	6	33
Salary & Com.	15	20	27	15	11
Salary, Bonus & Com.	9	33	27	25	0
Straight Com. w/bonus	13	0	3	4	0
Other	1	0	0	0	0

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **35%** No **65%**

	Years of Service						
Paid Vacation	1	2	3	5	10	15	20+
(average weeks)	2	2	2	3	3	4	4

Paid Holidays (average) **7**

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	48	0	51	1
	Dependents	13	18	67	2
Surgical Benefits:	Employee	48	0	51	1
	Dependents	13	18	67	2
Major Medical:	Employee	48	0	52	0
	Dependents	13	18	67	1
H.M.O.:	Employee	13	0	27	60
	Dependents	4	8	28	60
Dental:	Employee	29	6	37	27
	Dependents	7	19	46	27
Vision:	Employee	6	4	10	80
	Dependents	3	6	10	81
Disability:	Short Term	40	4	13	42
	Long Term	45	10	24	22
Accidental Death:	Employee	65	6	19	10
	Dependents	10	18	13	59
Group Life:	Employee	72	2	26	0
	Dependents	17	13	21	48
Pension Plan		49	0	6	44
Profit Sharing		26	1	7	67
401-K Plan		5	9	35	51
Employee Stock Option Plan		8	9	7	77
Education/Career Development					
Tuition Reimbursement		33	2	21	44
Workshops, Seminars etc.		80	1	4	15

Table V
Revenue Size $ 4 - $6 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	79,448	9,447	75,372	6,000
Asst. General Manager/Station Manager	56,139	1,433	50,000	0
Operations Manager	34,103	997	33,500	0
Program Director	26,905	215	25,350	0
Director of Engineering/Chief Engineer	39,217	436	36,700	0
News Director	36,205	544	34,900	0
Marketing Director	35,015	17	27,000	0
Promotion/Publicity Director	22,344	124	21,600	0
Production Manager	26,196	191	26,000	0
Business Manager/Controller	31,531	662	31,135	0
Traffic Manager/Supervisor	20,212	20	19,104	0
Community/Public Affairs Director	20,225	27	19,136	0
Art Director	19,708	27	19,650	0
Research Director	20,300	0	18,900	0
Human Resources Director	21,964	71	22,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	6	16,681	15,500	13,008
Maintenance Technician	3	22,966	22,641	18,298
Technical Director	4	18,242	17,000	14,531
Floor Director	2	16,681	17,000	13,458
Film/Tape Editor	2	14,416	14,350	12,752
Film Director	1	15,643	15,300	13,307
News Anchor	3	26,413	25,600	20,206
News Producer	2	18,654	18,000	15,607
News Reporter	5	16,982	16,042	14,377
News Photographer	4	15,076	14,880	12,985
Sportscaster	2	21,936	21,500	16,666
Weathercaster	1	24,870	24,000	18,905
Assignment Editor	1	21,856	21,400	17,559
Production Assistant	3	14,565	14,000	11,904
Producer/Director	3	17,959	17,817	14,704
Staff Artist	1	17,154	15,700	14,113
Traffic/Computer Operator	2	14,023	14,000	11,749

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	35,526	64,032	52,056	50,331	23,900
Median	32,285	63,961	50,000	46,249	22,950

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	7	2	8	100
Salary & Bonus	0	25	17	40	0
Straight Com.	18	3	2	0	0
Draw Against Com.	38	7	5	0	0
Salary & Com.	15	31	36	28	0
Salary, Bonus & Com.	12	25	33	20	0
Straight Com. w/bonus	11	0	2	0	0
Other	5	2	2	4	0

BENEFITS

Paid Sick Days (average) **10** Accumulate? Yes **41%** No **59%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	62	0	38	0
	Dependents	15	22	63	0
Surgical Benefits:	Employee	63	0	37	0
	Dependents	15	22	63	0
Major Medical:	Employee	65	0	35	0
	Dependents	14	24	63	0
H.M.O.:	Employee	12	0	18	70
	Dependents	3	5	22	69
Dental:	Employee	42	6	24	28
	Dependents	11	19	41	29
Vision:	Employee	5	2	11	83
	Dependents	3	2	11	85
Disability:	Short Term	48	3	9	41
	Long Term	50	13	9	29
Accidental Death:	Employee	69	3	19	8
	Dependents	16	17	13	54
Group Life:	Employee	76	0	21	3
	Dependents	22	14	14	50
Pension Plan		30	0	2	69
Profit Sharing		16	0	3	81
401-K Plan		4	7	21	67
Employee Stock Option Plan		3	5	3	89
Education/Career Development					
Tuition Reimbursement		18	2	26	55
Workshops, Seminars etc.		63	2	9	26

Table VI
Revenue Size $ 2 - $4 Million — All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	69,473	8,979	70,000	4,000
Asst. General Manager/Station Manager	48,362	3,099	43,500	0
Operations Manager	31,811	290	31,460	0
Program Director	25,211	384	24,768	0
Director of Engineering/Chief Engineer	34,706	496	34,000	0
News Director	31,615	364	31,000	0
Marketing Director	28,249	0	20,500	0
Promotion/Publicity Director	21,890	199	20,170	0
Production Manager	22,947	253	22,595	0
Business Manager/Controller	28,977	501	27,500	0
Traffic Manager/Supervisor	19,212	196	18,000	0
Community/Public Affairs Director	19,912	378	18,995	0
Art Director	16,650	520	16,000	0
Research Director	N/R			
Human Resources Director	20,800	0	20,800	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	15,069	14,000	12,056
Maintenance Technician	2	21,150	20,840	17,363
Technical Director	3	15,748	15,000	14,022
Floor Director	2	13,264	13,281	10,669
Film/Tape Editor	1	13,973	13,000	12,174
Film Director	1	15,168	14,500	13,395
News Anchor	2	23,379	22,000	19,105
News Producer	2	17,984	16,399	15,867
News Reporter	5	15,479	15,126	13,202
News Photographer	3	14,123	14,050	12,053
Sportscaster	1	19,792	18,377	16,632
Weathercaster	1	21,305	19,300	16,932
Assignment Editor	1	18,526	18,000	16,296
Production Assistant	3	13,885	13,275	10,997
Producer/Director	2	16,558	16,000	13,893
Staff Artist	1	16,204	15,000	14,633
Traffic/Computer Operator	2	13,601	13,000	11,878

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	23,213	60,101	47,440	45,787	24,258
Median	28,200	56,590	45,000	45,000	24,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	1	9	6	9	33
Salary & Bonus	1	29	11	14	0
Straight Com.	15	0	2	3	0
Draw Against Com.	52	5	6	11	11
Salary & Com.	14	33	34	37	22
Salary, Bonus & Com.	7	21	34	17	11
Straight Com. w/bonus	8	3	6	3	0
Other	2	0	2	6	22

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **40%** No **60%**

	Years of Service						
Paid Vacation	1	2	3	5	10	15	20+
(average weeks)	2	2	2	3	3	3	3

Paid Holidays (average) **7**

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	66	1	32	1
	Dependents	11	34	54	2
Surgical Benefits:	Employee	65	0	34	1
	Dependents	11	34	54	2
Major Medical:	Employee	66	0	33	1
	Dependents	11	34	54	2
H.M.O.:	Employee	25	0	10	65
	Dependents	6	10	19	65
Dental:	Employee	34	1	26	39
	Dependents	12	15	35	38
Vision:	Employee	6	3	6	85
	Dependents	2	7	5	86
Disability:	Short Term	39	3	12	46
	Long Term	33	10	14	43
Accidental Death:	Employee	63	2	22	13
	Dependents	11	13	22	54
Group Life:	Employee	71	3	19	6
	Dependents	17	17	22	44
Pension Plan		24	1	4	71
Profit Sharing		23	0	5	73
401-K Plan		6	10	27	57
Employee Stock Option Plan		2	1	1	95
Education/Career Development					
Tuition Reimbursement		28	0	20	53
Workshops, Seminars etc.		59	1	8	32

Table VII
Revenue Size Under $2 Million

All Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	52,747	2,734	50,000	0
Asst. General Manager/Station Manager	36,724	100	38,400	0
Operations Manager	25,306	21	24,677	0
Program Director	21,794	265	19,200	0
Director of Engineering/Chief Engineer	28,570	218	27,780	0
News Director	23,422	278	22,000	0
Marketing Director	36,750	250	33,000	0
Promotion/Publicity Director	18,024	0	17,000	0
Production Manager	19,477	553	20,000	0
Business Manager/Controller	22,353	331	21,433	0
Traffic Manager/Supervisor	15,781	22	15,250	0
Community/Public Affairs Director	19,463	9	20,000	0
Art Director	18,467	17	18,250	0
Research Director	N/R			
Human Resources Director	N/R			

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	12,039	12,000	10,382
Maintenance Technician	1	18,215	18,090	16,386
Technical Director	2	14,384	12,550	11,972
Floor Director	1	11,385	11,460	11,152
Film/Tape Editor	1	12,645	11,440	9,830
Film Director	1	14,775	14,500	15,120
News Anchor	2	17,896	15,900	14,034
News Producer	1	16,178	14,034	13,180
News Reporter	3	13,195	13,000	11,259
News Photographer	2	11,677	11,690	10,415
Sportscaster	1	15,323	15,475	13,103
Weathercaster	1	18,902	16,950	13,648
Assignment Editor	1	14,654	15,200	13,633
Production Assistant	2	12,081	12,000	11,189
Producer/Director	2	15,308	14,000	13,001
Staff Artist	1	13,980	14,276	14,346
Traffic/Computer Operator	1	12,569	11,440	10,821

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	4				
Annual Compensation ($)					
Average	23,165	48,082	34,703	39,543	14,000
Median	27,657	49,000	35,500	36,000	14,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	2	15	4	11	0
Salary & Bonus	0	15	25	11	0
Straight Com.	30	0	0	0	0
Draw Against Com.	34	0	8	22	0
Salary & Com.	11	62	29	56	100
Salary, Bonus & Com.	9	3	29	0	0
Straight Com. w/bonus	11	3	4	0	0
Other	2	3	0	0	0

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **31%** No **69%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	62	2	34	2
	Dependents	23	37	37	3
Surgical Benefits:	Employee	63	2	32	3
	Dependents	24	36	37	3
Major Medical:	Employee	62	2	35	2
	Dependents	23	37	37	3
H.M.O.:	Employee	16	2	10	71
	Dependents	2	20	6	71
Dental:	Employee	33	4	19	44
	Dependents	11	25	21	43
Vision:	Employee	8	2	10	80
	Dependents	4	10	6	79
Disability:	Short Term	31	4	20	45
	Long Term	27	13	10	50
Accidental Death:	Employee	54	4	19	24
	Dependents	8	16	20	57
Group Life:	Employee	60	7	20	13
	Dependents	6	29	13	52
Pension Plan		12	2	2	84
Profit Sharing		6	0	6	88
401-K Plan		2	4	8	86
Employee Stock Option Plan		0	0	2	98
Education/Career Development					
Tuition Reimbursement		17	0	25	58
Workshops, Seminars etc.		60	0	8	32

Table VIII
ADI Markets 1 - 10

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	172,908	35,627	175,000	30,000
Asst. General Manager/Station Manager	117,000	15,453	126,000	23,000
Operations Manager	57,524	1,600	46,350	0
Program Director	72,062	7,049	70,000	3,500
Director of Engineering/Chief Engineer	73,265	5,194	71,850	4,133
News Director	97,632	8,921	94,500	4,000
Marketing Director	93,560	9,404	104,700	10,401
Promotion/Publicity Director	59,163	2,761	55,550	0
Production Manager	52,172	2,907	52,764	0
Business Manager/Controller	68,237	7,014	67,850	4,512
Traffic Manager/Supervisor	43,429	517	39,520	0
Community/Public Affairs Director	43,545	796	38,000	0
Art Director	49,105	500	48,350	0
Research Director	44,851	1,231	43,640	0
Human Resources Director	55,965	1,417	51,559	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	26	38,934	38,370	24,790
Maintenance Technician	9	41,240	39,777	27,581
Technical Director	6	42,383	44,174	37,228
Floor Director	4	30,062	29,800	26,225
Film/Tape Editor	9	35,109	35,256	26,745
Film Director	1	29,392	32,830	24,825
News Anchor	6	204,384	165,000	67,287
News Producer	8	39,783	40,017	28,218
News Reporter	15	67,350	63,000	40,505
News Photographer	22	38,166	38,740	28,126
Sportscaster	3	149,228	120,000	59,391
Weathercaster	3	135,364	101,000	65,165
Assignment Editor	4	35,037	33,500	30,195
Production Assistant	5	20,186	20,084	17,102
Producer/Director	6	41,595	42,032	33,991
Staff Artist	4	31,394	30,649	25,371
Traffic/Computer Operator	5	21,690	19,750	18,412

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	67,790	123,148	94,917	93,386	N/R
Median	67,500	120,247	90,000	88,800	N/R

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	0	0	0	0
Salary & Bonus	17	76	88	82	0
Straight Com.	28	6	0	6	0
Draw Against Com.	33	6	6	6	0
Salary & Com.	6	12	6	6	0
Salary, Bonus & Com.	17	0	0	0	0
Straight Com. w/bonus	0	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Sick Days (average) **13** Accumulate? Yes **24%** No **76%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **9**
(average weeks)	2	2	2	3	3	4	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	56	0	44	0
	Dependents	33	6	61	0
Surgical Benefits:	Employee	56	0	44	0
	Dependents	33	6	61	0
Major Medical:	Employee	56	0	44	0
	Dependents	33	6	61	0
H.M.O.:	Employee	50	6	33	11
	Dependents	33	6	50	11
Dental:	Employee	61	6	33	0
	Dependents	39	11	50	0
Vision:	Employee	18	0	29	53
	Dependents	12	0	24	65
Disability:	Short Term	53	0	12	35
	Long Term	28	28	39	6
Accidental Death:	Employee	71	24	0	6
	Dependents	13	38	0	50
Group Life:	Employee	83	0	17	0
	Dependents	12	18	18	53
Pension Plan		67	0	11	22
Profit Sharing		18	0	0	82
401-K Plan		12	12	24	53
Employee Stock Option Plan		6	11	17	67
Education/Career Development					
Tuition Reimbursement		50	0	33	17
Workshops, Seminars etc.		72	0	11	17

Table IX
ADI Markets 11 - 25

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	153,683	33,868	147,000	25,000
Asst. General Manager/Station Manager	122,000	0	122,000	0
Operations Manager	65,712	4,352	65,100	3,576
Program Director	63,159	3,846	66,000	2,325
Director of Engineering/Chief Engineer	62,092	4,036	60,920	1,938
News Director	87,230	5,180	85,000	2,000
Marketing Director	61,790	1,591	60,000	0
Promotion/Publicity Director	55,120	3,057	53,000	1,725
Production Manager	46,348	1,382	44,800	0
Business Manager/Controller	57,417	4,148	58,050	2,500
Traffic Manager/Supervisor	34,513	699	33,650	0
Community/Public Affairs Director	40,777	985	39,245	0
Art Director	39,390	236	40,000	0
Research Director	34,402	962	33,600	0
Human Resources Director	42,677	2,521	44,277	1,150

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	19	31,413	31,500	21,177
Maintenance Technician	8	36,008	36,725	26,907
Technical Director	6	35,866	35,527	28,246
Floor Director	4	26,091	24,597	18,065
Film/Tape Editor	4	28,755	28,522	20,920
Film Director	1	30,043	30,100	22,872
News Anchor	6	105,269	102,000	50,279
News Producer	7	33,248	32,300	25,528
News Reporter	12	46,196	44,750	31,335
News Photographer	16	32,841	32,406	23,594
Sportscaster	3	70,730	70,000	40,473
Weathercaster	3	71,708	70,000	42,378
Assignment Editor	3	31,040	30,508	23,027
Production Assistant	4	18,620	16,640	14,574
Producer/Director	5	34,817	35,000	26,331
Staff Artist	3	25,848	25,290	20,794
Traffic/Computer Operator	4	18,624	17,758	15,205

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	9				
Annual Compensation ($)					
Average	59,773	120,101	88,136	83,199	42,416
Median	58,655	110,125	84,000	82,540	39,434

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	5	0	0	29
Salary & Bonus	3	46	49	49	0
Straight Com.	32	3	5	8	0
Draw Against Com.	32	0	0	0	14
Salary & Com.	13	19	22	22	57
Salary, Bonus & Com.	8	22	19	16	0
Straight Com. w/bonus	11	3	3	3	0
Other	3	3	3	3	0

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **23%** No **77%**

	Years of Service						
Paid Vacation	1	2	3	5	10	15	20+
(average weeks)	2	2	2	3	3	4	4

Paid Holidays (average) **8**

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	47	0	53	0
	Dependents	8	3	87	3
Surgical Benefits:	Employee	47	0	53	0
	Dependents	8	3	87	3
Major Medical:	Employee	47	0	53	0
	Dependents	8	3	86	3
H.M.O.:	Employee	29	3	45	24
	Dependents	11	3	62	24
Dental:	Employee	49	5	44	3
	Dependents	15	8	74	3
Vision:	Employee	13	3	13	71
	Dependents	8	3	16	74
Disability:	Short Term	64	6	3	28
	Long Term	53	11	29	8
Accidental Death:	Employee	68	11	18	3
	Dependents	11	14	22	54
Group Life:	Employee	78	0	22	0
	Dependents	11	22	19	49
Pension Plan		77	0	8	15
Profit Sharing		8	0	8	84
401-K Plan		11	8	42	39
Employee Stock Option Plan		8	11	5	76
Education/Career Development					
Tuition Reimbursement		54	0	26	21
Workshops, Seminars etc.		77	0	3	21

Table X
ADI Markets 26 - 50 — Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	123,310	23,578	120,000	18,000
Asst. General Manager/Station Manager	85,945	5,758	86,000	0
Operations Manager	52,810	3,891	51,450	735
Program Director	46,587	1,883	48,640	0
Director of Engineering/Chief Engineer	49,730	1,880	50,000	0
News Director	62,686	2,660	60,250	0
Marketing Director	48,514	779	46,500	0
Promotion/Publicity Director	36,350	1,127	36,935	0
Production Manager	35,693	575	36,750	0
Business Manager/Controller	47,269	2,719	48,880	0
Traffic Manager/Supervisor	26,919	384	26,380	0
Community/Public Affairs Director	33,183	683	32,827	0
Art Director	27,720	85	27,600	0
Research Director	34,589	0	33,200	0
Human Resources Director	37,666	1,245	36,460	218

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	13	22,653	21,353	16,753
Maintenance Technician	6	29,259	29,741	22,351
Technical Director	5	26,565	23,155	21,019
Floor Director	3	20,384	19,805	14,842
Film/Tape Editor	2	20,270	19,418	15,382
Film Director	1	22,689	22,803	17,664
News Anchor	5	66,934	65,797	40,334
News Producer	5	26,447	26,117	20,432
News Reporter	10	29,030	28,843	21,600
News Photographer	11	23,587	22,637	18,223
Sportscaster	2	43,020	42,755	26,377
Weathercaster	2	53,362	49,625	30,750
Assignment Editor	2	28,176	27,849	22,739
Production Assistant	4	16,127	15,621	13,497
Producer/Director	5	25,288	24,873	19,238
Staff Artist	2	21,481	20,860	17,529
Traffic/Computer Operator	3	16,303	16,243	13,502

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	47,646	90,130	70,848	69,351	40,982
Median	48,365	88,150	72,000	66,843	33,000

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	3	4	2	25
Salary & Bonus	6	50	50	46	30
Straight Com.	25	3	4	4	0
Draw Against Com.	33	5	7	7	0
Salary & Com.	6	10	11	13	30
Salary, Bonus & Com.	17	27	22	26	10
Straight Com. w/bonus	11	2	2	2	5
Other	2	0	0	0	0

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **46%** No **54%**

	Years of Service						
Paid Vacation	1	2	3	5	10	15	20+
(average weeks)	2	2	2	3	3	4	4

Paid Holidays (average) **8**

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	48	0	52	0
	Dependents	9	14	77	0
Surgical Benefits:	Employee	48	0	52	0
	Dependents	9	14	77	0
Major Medical:	Employee	48	0	52	0
	Dependents	9	14	77	0
H.M.O.:	Employee	17	0	48	34
	Dependents	5	5	57	33
Dental:	Employee	34	3	39	23
	Dependents	11	6	60	23
Vision:	Employee	5	3	19	73
	Dependents	2	3	21	74
Disability:	Short Term	48	2	10	40
	Long Term	65	15	13	8
Accidental Death:	Employee	68	10	17	5
	Dependents	10	23	18	50
Group Life:	Employee	67	0	31	2
	Dependents	12	24	24	41
Pension Plan		73	0	5	23
Profit Sharing		21	0	8	71
401-K Plan		13	8	38	41
Employee Stock Option Plan		6	5	10	79
Education/Career Development					
Tuition Reimbursement		36	0	31	33
Workshops, Seminars etc.		77	0	8	15

Table XI
ADI Markets 51 - 75

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	104,945	20,762	104,733	12,500
Asst. General Manager/Station Manager	69,712	19,079	68,731	2,919
Operations Manager	47,361	1,481	42,700	0
Program Director	42,548	1,771	42,500	350
Director of Engineering/Chief Engineer	44,702	1,606	44,200	850
News Director	51,718	1,697	50,400	0
Marketing Director	48,353	3,751	40,500	0
Promotion/Publicity Director	31,383	1,057	32,275	0
Production Manager	34,086	992	33,270	0
Business Manager/Controller	40,246	2,138	38,971	979
Traffic Manager/Supervisor	24,250	477	23,795	0
Community/Public Affairs Director	26,905	154	26,000	0
Art Director	24,644	58	24,960	0
Research Director	24,657	262	23,000	0
Human Resources Director	37,960	656	32,250	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	10	20,789	20,151	14,788
Maintenance Technician	5	26,275	27,390	18,937
Technical Director	4	22,184	19,380	16,908
Floor Director	2	19,049	16,400	15,326
Film/Tape Editor	2	21,092	21,970	15,413
Film Director	1	22,243	21,000	15,794
News Anchor	4	53,397	45,367	31,774
News Producer	3	25,394	24,870	20,763
News Reporter	8	24,122	22,900	18,088
News Photographer	8	20,206	19,293	15,411
Sportscaster	2	35,471	32,523	24,717
Weathercaster	2	39,873	37,625	26,451
Assignment Editor	1	27,197	26,000	21,384
Production Assistant	4	16,275	15,582	13,538
Producer/Director	4	23,721	22,500	18,679
Staff Artist	1	19,458	18,746	17,140
Traffic/Computer Operator	3	15,160	15,001	12,867

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	53,948	81,516	63,384	60,844	36,521
Median	42,000	79,900	62,000	64,500	36,690

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	2	5	9	8	22
Salary & Bonus	2	47	38	46	11
Straight Com.	36	2	2	5	0
Draw Against Com.	31	2	4	8	11
Salary & Com.	22	24	28	23	56
Salary, Bonus & Com.	5	18	17	8	0
Straight Com. w/bonus	2	0	0	0	0
Other	2	2	2	3	0

BENEFITS

Paid Sick Days (average) **10** Accumulate? Yes **42%** No **58%**

	Years of Service						
Paid Vacation	1	2	3	5	10	15	20+
(average weeks)	2	2	2	3	3	4	4

Paid Holidays (average) **7**

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	49	0	46	5
	Dependents	19	10	66	5
Surgical Benefits:	Employee	47	0	47	5
	Dependents	17	10	67	5
Major Medical:	Employee	47	0	53	0
	Dependents	16	10	74	0
H.M.O.:	Employee	18	0	37	46
	Dependents	7	4	44	46
Dental:	Employee	42	10	37	10
	Dependents	19	21	50	10
Vision:	Employee	7	5	18	70
	Dependents	7	5	18	70
Disability:	Short Term	58	4	24	15
	Long Term	53	14	26	7
Accidental Death:	Employee	63	9	19	9
	Dependents	12	15	13	60
Group Life:	Employee	68	2	31	0
	Dependents	21	15	19	45
Pension Plan		64	0	5	30
Profit Sharing		33	0	10	58
401-K Plan		4	9	45	42
Employee Stock Option Plan		5	18	11	65
Education/Career Development					
Tuition Reimbursement		31	2	32	36
Workshops, Seminars etc.		81	0	5	14

Table XII
ADI Markets 76 - 100

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	88,780	11,577	86,392	7,239
Asst. General Manager/Station Manager	66,368	4,308	57,840	325
Operations Manager	36,982	1,248	34,298	0
Program Director	31,512	675	30,000	0
Director of Engineering/Chief Engineer	40,551	1,091	41,000	0
News Director	43,232	1,212	41,200	0
Marketing Director	53,844	1,000	58,400	0
Promotion/Publicity Director	26,508	460	26,120	0
Production Manager	29,698	441	29,000	0
Business Manager/Controller	36,221	2,248	36,000	0
Traffic Manager/Supervisor	22,108	148	21,580	0
Community/Public Affairs Director	21,838	50	21,300	0
Art Director	20,309	64	20,550	0
Research Director	29,754	280	29,754	280
Human Resources Director	31,068	135	28,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	7	18,642	16,930	14,913
Maintenance Technician	5	23,775	23,825	19,217
Technical Director	3	18,233	17,505	15,515
Floor Director	2	16,892	16,193	13,900
Film/Tape Editor	1	15,962	15,550	12,822
Film Director	1	17,198	16,820	15,754
News Anchor	3	36,998	36,929	25,873
News Producer	2	20,529	20,000	16,980
News Reporter	6	20,378	19,753	16,330
News Photographer	6	17,461	16,700	14,244
Sportscaster	2	28,143	27,352	21,074
Weathercaster	2	28,811	27,000	21,446
Assignment Editor	1	24,045	22,620	19,641
Production Assistant	3	13,840	13,332	11,601
Producer/Director	3	20,748	20,100	17,032
Staff Artist	1	16,587	15,600	15,102
Traffic/Computer Operator	2	15,125	14,560	12,083

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	40,053	73,530	56,493	51,654	15,250
Median	39,133	74,000	53,275	50,783	15,500

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	9	3	7	80
Salary & Bonus	0	27	15	26	0
Straight Com.	30	0	9	4	0
Draw Against Com.	18	0	0	4	20
Salary & Com.	22	27	32	26	0
Salary, Bonus & Com.	8	36	38	30	0
Straight Com. w/bonus	20	0	3	4	0
Other	2	0	0	0	0

BENEFITS

Paid Sick Days (average) **10** Accumulate? Yes **30%** No **70%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	4	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	51	0	47	2
	Dependents	14	14	69	2
Surgical Benefits:	Employee	51	0	47	2
	Dependents	14	14	69	2
Major Medical:	Employee	50	0	50	0
	Dependents	14	16	70	0
H.M.O.:	Employee	13	0	27	60
	Dependents	2	7	32	59
Dental:	Employee	21	6	40	33
	Dependents	2	17	48	33
Vision:	Employee	6	0	12	82
	Dependents	2	2	13	83
Disability:	Short Term	37	8	14	41
	Long Term	47	14	18	20
Accidental Death:	Employee	63	8	20	8
	Dependents	7	15	20	59
Group Life:	Employee	69	2	29	0
	Dependents	16	11	25	48
Pension Plan		52	0	7	41
Profit Sharing		25	0	7	68
401-K Plan		4	13	34	49
Employee Stock Option Plan		7	13	4	76
Education/Career Development					
Tuition Reimbursement		25	0	23	52
Workshops, Seminars etc.		82	0	4	14

Table XIII
ADI Markets 101 - 125

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	81,513	15,239	75,000	5,500
Asst. General Manager/Station Manager	51,381	2,823	46,650	0
Operations Manager	37,128	1,679	35,000	0
Program Director	28,282	515	29,975	0
Director of Engineering/Chief Engineer	38,096	1,726	36,425	0
News Director	39,374	1,328	39,500	0
Marketing Director	48,945	6,200	39,390	4,900
Promotion/Publicity Director	21,730	630	20,250	0
Production Manager	27,026	742	26,575	0
Business Manager/Controller	32,968	1,734	30,920	0
Traffic Manager/Supervisor	20,803	79	19,422	0
Community/Public Affairs Director	21,696	0	19,260	0
Art Director	20,544	23	19,750	0
Research Director	19,000	188	18,000	0
Human Resources Director	23,108	0	23,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	17,287	15,468	13,408
Maintenance Technician	4	24,322	24,405	18,842
Technical Director	3	17,927	16,578	14,779
Floor Director	2	14,658	13,548	12,394
Film/Tape Editor	2	16,325	17,000	13,487
Film Director	1	16,034	14,850	13,280
News Anchor	3	33,048	32,646	24,369
News Producer	2	20,379	19,600	16,847
News Reporter	6	18,458	17,700	15,209
News Photographer	5	15,791	15,800	13,767
Sportscaster	2	24,828	24,823	18,255
Weathercaster	1	30,762	30,000	21,625
Assignment Editor	1	23,492	23,270	19,549
Production Assistant	3	13,334	12,729	11,518
Producer/Director	3	18,431	18,314	16,077
Staff Artist	1	17,786	17,434	15,984
Traffic/Computer Operator	2	14,240	13,915	11,974

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	35,153	69,089	51,863	51,583	24,723
Median	35,000	70,000	45,500	52,666	20,812

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	8	0	6	80
Salary & Bonus	0	30	22	33	0
Straight Com.	23	5	7	11	0
Draw Against Com.	44	8	7	6	20
Salary & Com.	10	27	26	22	0
Salary, Bonus & Com.	13	22	33	17	0
Straight Com. w/bonus	8	0	4	6	0
Other	2	0	0	0	0

BENEFITS

Paid Sick Days (average) 9 Accumulate? Yes 35% No 65%

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) 7
(average weeks)	2	2	2	3	3	3	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	42	0	58	0
	Dependents	6	28	66	0
Surgical Benefits:	Employee	42	0	58	0
	Dependents	9	28	64	0
Major Medical:	Employee	44	0	56	0
	Dependents	6	28	66	0
H.M.O.:	Employee	5	0	18	76
	Dependents	0	3	19	78
Dental:	Employee	21	7	35	37
	Dependents	5	21	37	37
Vision:	Employee	7	5	5	83
	Dependents	2	7	5	85
Disability:	Short Term	34	0	20	46
	Long Term	45	10	24	21
Accidental Death:	Employee	61	5	27	7
	Dependents	11	24	5	61
Group Life:	Employee	68	4	28	0
	Dependents	20	17	12	51
Pension Plan		29	2	2	67
Profit Sharing		21	2	5	72
401-K Plan		5	8	40	48
Employee Stock Option Plan		3	3	0	95
Education/Career Development					
Tuition Reimbursement		33	2	21	44
Workshops, Seminars etc.		80	5	2	14

Table XIV
ADI Markets 126 - 150

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	68,028	9,077	67,750	5,000
Asst. General Manager/Station Manager	46,400	4,200	42,000	4,000
Operations Manager	33,061	975	34,204	0
Program Director	24,613	275	24,000	0
Director of Engineering/Chief Engineer	33,620	425	33,129	0
News Director	33,626	649	32,890	0
Marketing Director	31,773	25	23,920	0
Promotion/Publicity Director	19,762	118	20,215	0
Production Manager	24,042	530	23,900	0
Business Manager/Controller	29,154	999	27,500	0
Traffic Manager/Supervisor	19,250	19	18,627	0
Community/Public Affairs Director	18,677	15	17,400	0
Art Director	20,731	60	18,930	0
Research Director	N/R			
Human Resources Director	22,412	500	22,412	500

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	15,184	14,499	11,981
Maintenance Technician	3	21,441	21,910	16,504
Technical Director	3	16,971	16,000	14,695
Floor Director	2	13,077	13,824	11,254
Film/Tape Editor	2	13,964	14,200	12,401
Film Director	1	14,565	14,144	12,983
News Anchor	3	23,530	22,000	19,115
News Producer	2	17,608	16,149	15,667
News Reporter	5	15,523	15,182	13,318
News Photographer	4	14,271	14,250	12,243
Sportscaster	2	20,362	18,800	16,548
Weathercaster	1	22,913	21,353	18,191
Assignment Editor	1	18,701	18,000	16,461
Production Assistant	3	13,922	13,450	11,588
Producer/Director	3	15,738	15,600	13,387
Staff Artist	1	14,698	12,240	11,484
Traffic/Computer Operator	2	13,338	13,350	11,572

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	31,147	58,566	47,729	40,764	30,563
Median	30,167	54,000	45,000	38,994	33,500

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	0	4	13	0
Salary & Bonus	2	24	13	33	0
Straight Com.	14	3	8	0	0
Draw Against Com.	45	6	8	7	0
Salary & Com.	7	35	33	27	0
Salary, Bonus & Com.	10	32	33	20	100
Straight Com. w/bonus	17	0	0	0	0
Other	5	0	0	0	0

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **43%** No **57%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	4	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	64	0	36	0
	Dependents	10	31	57	2
Surgical Benefits:	Employee	64	0	36	0
	Dependents	10	31	57	2
Major Medical:	Employee	65	0	35	0
	Dependents	9	33	56	2
H.M.O.:	Employee	11	0	19	70
	Dependents	0	8	22	70
Dental:	Employee	41	0	20	39
	Dependents	12	15	34	39
Vision:	Employee	2	0	12	85
	Dependents	2	2	10	85
Disability:	Short Term	48	5	10	38
	Long Term	40	15	8	38
Accidental Death:	Employee	68	3	18	13
	Dependents	11	19	11	59
Group Life:	Employee	78	0	20	2
	Dependents	19	22	14	46
Pension Plan		30	0	5	65
Profit Sharing		26	0	3	71
401-K Plan		3	8	28	62
Employee Stock Option Plan		0	0	3	97
Education/Career Development					
Tuition Reimbursement		18	0	18	63
Workshops, Seminars etc.		55	0	11	34

Table XV
ADI Markets 151 +

Affiliate Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	61,747	8,796	60,000	3,500
Asst. General Manager/Station Manager	56,276	5,730	52,700	3,000
Operations Manager	29,164	339	28,000	0
Program Director	24,101	359	22,000	0
Director of Engineering/Chief Engineer	33,041	452	32,000	0
News Director	30,577	494	30,350	0
Marketing Director	38,905	2,650	30,215	0
Promotion/Publicity Director	18,694	89	18,000	0
Production Manager	23,349	515	22,940	0
Business Manager/Controller	25,164	418	25,200	0
Traffic Manager/Supervisor	17,613	126	16,687	0
Community/Public Affairs Director	20,749	135	20,000	0
Art Director	16,379	71	16,860	0
Research Director	N/R			
Human Resources Director	21,500	500	21,500	500

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	5	14,287	13,479	11,416
Maintenance Technician	3	19,749	19,655	16,153
Technical Director	3	16,241	15,241	13,388
Floor Director	2	13,659	13,781	12,434
Film/Tape Editor	1	13,135	12,900	10,100
Film Director	1	14,910	14,164	10,667
News Anchor	2	21,745	21,000	17,384
News Producer	2	16,498	14,600	13,750
News Reporter	5	14,755	14,640	12,603
News Photographer	3	13,047	12,850	11,184
Sportscaster	1	18,585	17,000	15,076
Weathercaster	1	20,469	19,700	15,779
Assignment Editor	1	19,209	18,000	15,877
Production Assistant	3	12,248	11,000	10,188
Producer/Director	3	15,687	14,818	12,903
Staff Artist	1	14,835	15,000	12,759
Traffic/Computer Operator	2	12,850	12,550	10,729

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	29,650	55,183	44,350	38,010	18,723
Median	27,778	52,275	40,538	37,720	15,445

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	2	12	0	7	25
Salary & Bonus	2	26	19	29	0
Straight Com.	20	0	0	7	0
Draw Against Com.	32	3	9	7	0
Salary & Com.	16	32	25	21	50
Salary, Bonus & Com.	9	18	34	21	0
Straight Com. w/bonus	18	9	13	7	0
Other	2	0	0	0	25

BENEFITS

Paid Sick Days (average) **10** Accumulate? Yes **37%** No **63%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	65	0	35	0
	Dependents	14	25	61	0
Surgical Benefits:	Employee	66	0	34	0
	Dependents	14	23	63	0
Major Medical:	Employee	67	0	33	0
	Dependents	16	25	60	0
H.M.O.:	Employee	15	0	13	72
	Dependents	2	7	20	72
Dental:	Employee	35	6	24	35
	Dependents	12	17	37	35
Vision:	Employee	4	8	12	76
	Dependents	2	12	10	76
Disability:	Short Term	33	6	17	44
	Long Term	43	10	16	31
Accidental Death:	Employee	59	2	25	14
	Dependents	12	8	25	55
Group Life:	Employee	64	4	25	7
	Dependents	20	8	20	51
Pension Plan		31	0	8	61
Profit Sharing		24	0	8	67
401-K Plan		2	6	33	59
Employee Stock Option Plan		6	2	2	90
Education/Career Development					
Tuition Reimbursement		25	0	28	47
Workshops, Seminars etc.		70	0	8	23

Table XVI
ADI Markets 1 - 10

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	131,990	18,455	132,500	0
Asst. General Manager/Station Manager	81,722	11,517	87,500	5,000
Operations Manager	48,756	850	47,040	0
Program Director	51,382	2,862	55,000	0
Director of Engineering/Chief Engineer	53,880	2,509	52,750	0
News Director	60,933	4,547	50,000	0
Marketing Director	63,783	9,529	50,000	0
Promotion/Publicity Director	43,111	2,114	43,910	0
Production Manager	39,295	313	43,300	0
Business Manager/Controller	53,207	3,806	48,200	0
Traffic Manager/Supervisor	31,511	1,196	29,250	0
Community/Public Affairs Director	33,979	2,276	33,114	0
Art Director	36,804	0	31,600	0
Research Director	47,378	4,071	52,000	0
Human Resources Director	42,378	4,800	38,690	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	15	26,610	22,000	22,949
Maintenance Technician	4	33,005	30,868	28,366
Technical Director	4	30,844	30,000	25,460
Floor Director	2	28,472	27,080	21,689
Film/Tape Editor	3	24,703	22,450	19,863
Film Director	1	27,962	27,040	25,250
News Anchor	2	97,869	106,800	54,957
News Producer	2	37,559	36,000	27,919
News Reporter	5	42,938	33,000	30,529
News Photographer	7	27,670	26,600	22,593
Sportscaster	1	91,960	66,750	80,900
Weathercaster	1	62,876	45,000	36,750
Assignment Editor	2	32,565	33,750	25,200
Production Assistant	3	18,632	18,090	20,103
Producer/Director	3	32,442	30,744	29,420
Staff Artist	2	26,272	23,868	23,331
Traffic/Computer Operator	3	17,871	18,100	16,299

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	54,488	113,086	88,119	88,646	43,400
Median	55,000	110,000	79,000	84,625	43,400

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	9	5	5	0
Salary & Bonus	0	43	42	37	67
Straight Com.	27	9	0	5	0
Draw Against Com.	46	0	5	5	0
Salary & Com.	8	17	16	16	0
Salary, Bonus & Com.	15	22	26	21	0
Straight Com. w/bonus	4	0	0	5	0
Other	0	0	5	5	33

BENEFITS

Paid Sick Days (average) **8** Accumulate? Yes **25%** No **75%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **8**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	55	7	38	0
	Dependents	25	21	54	0
Surgical Benefits:	Employee	55	3	41	0
	Dependents	25	21	54	0
Major Medical:	Employee	50	4	43	4
	Dependents	25	18	54	4
H.M.O.:	Employee	28	4	36	32
	Dependents	12	16	40	32
Dental:	Employee	48	7	41	4
	Dependents	22	22	52	4
Vision:	Employee	16	0	16	68
	Dependents	12	0	20	68
Disability:	Short Term	62	0	8	31
	Long Term	29	13	25	33
Accidental Death:	Employee	67	0	19	15
	Dependents	17	21	29	33
Group Life:	Employee	71	0	21	7
	Dependents	16	16	24	44
Pension Plan		42	0	4	54
Profit Sharing		15	0	4	81
401-K Plan		4	11	33	52
Employee Stock Option Plan		0	4	4	93
Education/Career Development					
Tuition Reimbursement		30	0	33	37
Workshops, Seminars etc.		69	0	4	27

Table XVII
ADI Markets 11 - 25

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	101,675	23,009	116,550	11,250
Asst. General Manager/Station Manager	73,840	9,314	75,600	0
Operations Manager	48,830	1,700	56,900	0
Program Director	43,679	2,026	45,000	0
Director of Engineering/Chief Engineer	44,287	1,487	46,000	0
News Director	40,902	1,340	44,000	0
Marketing Director	36,630	0	36,630	0
Promotion/Publicity Director	35,812	1,317	38,740	0
Production Manager	34,130	1,526	34,950	0
Business Manager/Controller	40,997	1,917	41,500	0
Traffic Manager/Supervisor	28,116	843	26,500	0
Community/Public Affairs Director	25,946	788	24,800	0
Art Director	28,865	327	28,831	0
Research Director	30,444	877	25,750	0
Human Resources Director	25,995	0	27,116	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	9	22,274	21,060	17,392
Maintenance Technician	3	29,262	30,150	23,514
Technical Director	3	25,654	25,000	23,510
Floor Director	1	22,926	24,500	14,351
Film/Tape Editor	2	20,721	20,568	17,526
Film Director	1	26,024	25,200	21,892
News Anchor	2	48,080	47,762	31,028
News Producer	1	28,909	28,000	25,228
News Reporter	5	26,975	27,425	19,819
News Photographer	5	26,195	26,951	20,705
Sportscaster	2	37,072	37,500	28,442
Weathercaster	1	44,571	43,500	36,079
Assignment Editor	1	24,806	25,305	23,785
Production Assistant	2	18,693	16,900	15,348
Producer/Director	3	26,756	24,900	21,458
Staff Artist	1	22,034	20,000	18,949
Traffic/Computer Operator	4	15,743	15,150	13,694

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	42,636	98,212	72,614	81,324	17,500
Median	42,327	102,000	77,250	83,000	17,500

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	3	9	8	5	0
Salary & Bonus	0	45	35	29	33
Straight Com.	27	0	0	0	0
Draw Against Com.	30	5	4	5	0
Salary & Com.	13	23	35	43	67
Salary, Bonus & Com.	17	14	15	14	0
Straight Com. w/bonus	7	5	4	5	0
Other	3	0	0	0	0

BENEFITS

Paid Sick Days (average) **9** Accumulate? Yes **32%** No **68%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **8**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	52	0	45	3
	Dependents	10	29	58	3
Surgical Benefits:	Employee	52	0	45	3
	Dependents	10	29	58	3
Major Medical:	Employee	53	0	43	3
	Dependents	10	30	57	3
H.M.O.:	Employee	31	0	28	41
	Dependents	7	21	31	41
Dental:	Employee	38	0	34	28
	Dependents	10	24	38	28
Vision:	Employee	18	4	7	71
	Dependents	7	10	7	76
Disability:	Short Term	38	0	17	45
	Long Term	32	7	14	46
Accidental Death:	Employee	62	0	21	17
	Dependents	4	12	19	65
Group Life:	Employee	68	0	26	6
	Dependents	4	29	18	50
Pension Plan		32	0	4	64
Profit Sharing		17	0	0	83
401-K Plan		0	7	39	54
Employee Stock Option Plan		7	3	10	79
Education/Career Development					
Tuition Reimbursement		24	3	24	48
Workshops, Seminars etc.		71	4	4	21

Table XVIII
ADI Markets 26 - 50

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	97,477	17,402	91,500	20,000
Asst. General Manager/Station Manager	53,400	4,000	55,000	0
Operations Manager	35,355	0	32,000	0
Program Director	34,291	608	33,000	0
Director of Engineering/Chief Engineer	40,473	825	40,000	0
News Director	47,570	1,667	38,930	0
Marketing Director	35,646	0	28,000	0
Promotion/Publicity Director	27,012	484	25,000	0
Production Manager	27,757	709	27,510	0
Business Manager/Controller	35,720	892	36,875	0
Traffic Manager/Supervisor	22,126	300	21,029	0
Community/Public Affairs Director	23,106	727	22,500	0
Art Director	20,055	247	17,000	0
Research Director	18,900	0	18,900	0
Human Resources Director	25,091	0	25,825	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	8	18,697	15,470	13,901
Maintenance Technician	3	24,855	23,814	20,307
Technical Director	3	17,569	18,000	11,132
Floor Director	2	20,531	19,910	17,770
Film/Tape Editor	2	14,662	12,950	11,945
Film Director	1	17,105	16,000	13,697
News Anchor	2	54,486	29,500	28,800
News Producer	6	29,428	32,760	23,475
News Reporter	6	31,734	28,000	20,695
News Photographer	7	21,356	19,570	17,243
Sportscaster	2	43,160	35,045	27,500
Weathercaster	1	41,578	37,335	22,335
Assignment Editor	2	27,627	27,450	25,725
Production Assistant	2	14,843	14,500	12,515
Producer/Director	2	21,649	20,875	16,742
Staff Artist	1	18,010	18,990	15,351
Traffic/Computer Operator	3	14,223	14,000	11,943

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	44,557	77,308	60,433	60,280	37,167
Median	40,000	80,000	60,000	60,000	37,167

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	15	5	12	0
Salary & Bonus	0	31	35	35	0
Straight Com.	30	0	0	0	0
Draw Against Com.	52	4	10	12	0
Salary & Com.	4	31	35	29	50
Salary, Bonus & Com.	7	19	15	12	50
Straight Com. w/bonus	4	0	0	0	0
Other	4	0	0	0	0

BENEFITS

Paid Sick Days (average) **8** Accumulate? Yes **36%** No **64%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	62	0	38	0
	Dependents	19	22	52	7
Surgical Benefits:	Employee	62	0	34	3
	Dependents	15	22	56	7
Major Medical:	Employee	59	3	38	0
	Dependents	15	22	56	7
H.M.O.:	Employee	15	0	27	58
	Dependents	0	8	36	56
Dental:	Employee	43	0	25	32
	Dependents	19	12	35	35
Vision:	Employee	18	0	4	79
	Dependents	12	4	4	81
Disability:	Short Term	44	0	7	48
	Long Term	44	4	20	32
Accidental Death:	Employee	66	7	7	21
	Dependents	19	22	7	52
Group Life:	Employee	83	0	10	7
	Dependents	23	15	19	42
Pension Plan		33	0	0	67
Profit Sharing		12	0	4	85
401-K Plan		0	7	26	67
Employee Stock Option Plan		0	0	12	88
Education/Career Development					
Tuition Reimbursement		12	0	23	65
Workshops, Seminars etc.		38	0	19	42

Table XIX
ADI Markets 51 - 100

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	75,546	8,717	75,000	6,000
Asst. General Manager/Station Manager	33,512	60	27,300	0
Operations Manager	38,511	2,071	31,000	0
Program Director	28,430	316	27,560	0
Director of Engineering/Chief Engineer	36,623	138	35,500	0
News Director	28,763	471	28,000	0
Marketing Director	54,532	833	54,995	0
Promotion/Publicity Director	25,582	71	24,000	0
Production Manager	22,770	162	22,500	0
Business Manager/Controller	26,874	254	26,750	0
Traffic Manager/Supervisor	19,642	59	18,700	0
Community/Public Affairs Director	18,539	0	18,276	0
Art Director	19,479	111	19,500	0
Research Director	19,800	0	19,800	0
Human Resources Director	24,200	0	24,000	0

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	6	13,741	13,312	11,791
Maintenance Technician	2	19,871	19,500	17,895
Technical Director	3	16,566	15,300	16,889
Floor Director	1	11,614	13,104	11,138
Film/Tape Editor	1	12,513	13,000	11,401
Film Director	1	16,639	17,000	15,326
News Anchor	2	26,653	24,000	21,936
News Producer	3	24,765	24,765	18,777
News Reporter	3	23,929	23,929	16,328
News Photographer	4	15,312	15,350	13,739
Sportscaster	2	21,480	26,400	23,896
Weathercaster	1	39,876	39,876	29,285
Assignment Editor	1	21,740	21,740	14,820
Production Assistant	2	13,925	13,500	11,982
Producer/Director	2	17,068	17,694	15,142
Staff Artist	1	14,612	13,698	14,957
Traffic/Computer Operator	2	13,151	13,500	11,517

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	27,240	67,535	51,441	53,602	26,845
Median	26,400	65,500	49,500	50,000	26,845

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	10	25	13	50
Salary & Bonus	0	48	25	50	0
Straight Com.	28	0	0	0	0
Draw Against Com.	50	3	6	13	50
Salary & Com.	9	26	25	19	0
Salary, Bonus & Com.	3	6	13	0	0
Straight Com. w/bonus	3	0	0	0	0
Other	6	6	6	6	0

BENEFITS

Paid Sick Days (average) **7** Accumulate? Yes **53%** No **47%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	62	3	32	3
	Dependents	9	39	48	3
Surgical Benefits:	Employee	62	3	32	3
	Dependents	9	39	48	3
Major Medical:	Employee	62	3	32	3
	Dependents	9	39	48	3
H.M.O.:	Employee	20	3	7	70
	Dependents	7	13	10	70
Dental:	Employee	31	6	22	41
	Dependents	13	22	25	41
Vision:	Employee	11	4	4	82
	Dependents	4	7	4	86
Disability:	Short Term	35	3	10	52
	Long Term	28	16	13	44
Accidental Death:	Employee	56	6	22	16
	Dependents	12	20	20	48
Group Life:	Employee	72	9	13	6
	Dependents	14	34	14	38
Pension Plan		10	3	0	86
Profit Sharing		11	0	11	79
401-K Plan		10	3	16	71
Employee Stock Option Plan		0	4	4	93
Education/Career Development					
Tuition Reimbursement		31	0	16	53
Workshops, Seminars etc.		50	3	9	38

Table XX
ADI Markets 101 +

Independent Stations

Department Heads	Average Base Salary	Average Bonus	Median Base Salary	Median Bonus
General Manager	70,128	3,193	74,600	0
Asst. General Manager/Station Manager	40,900	942	39,600	0
Operations Manager	30,404	0	31,782	0
Program Director	24,152	383	22,256	0
Director of Engineering/Chief Engineer	33,835	458	35,000	0
News Director	33,167	693	31,050	0
Marketing Director	36,533	333	30,000	0
Promotion/Publicity Director	24,118	211	21,600	0
Production Manager	22,143	488	21,500	0
Business Manager/Controller	30,976	421	31,275	0
Traffic Manager/Supervisor	18,993	60	18,000	0
Community/Public Affairs Director	20,220	70	19,000	0
Art Director	19,766	17	19,150	0
Research Director	N/R			
Human Resources Director	53,500	500	53,500	500

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Annual Compensation ($) Median	Average Starting Compensation ($)
Operator Technician	6	13,450	13,500	11,303
Maintenance Technician	3	19,960	19,433	16,702
Technical Director	3	15,307	13,000	12,824
Floor Director	2	17,342	14,500	13,533
Film/Tape Editor	1	15,231	15,040	12,056
Film Director	1	15,186	14,500	13,625
News Anchor	3	26,027	25,423	19,298
News Producer	2	17,704	18,200	15,225
News Reporter	5	15,336	14,700	12,545
News Photographer	4	13,774	13,433	11,334
Sportscaster	1	21,979	22,410	18,290
Weathercaster	1	26,485	26,606	21,853
Assignment Editor	1	24,785	26,100	17,993
Production Assistant	2	15,519	14,560	12,603
Producer/Director	3	17,624	16,900	12,830
Staff Artist	1	14,958	13,600	13,382
Traffic/Computer Operator	2	14,804	13,300	11,317

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	25,275	52,769	48,201	39,167	N/R
Median	23,000	53,800	50,000	40,500	N/R

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Methods of Compensation (% of response)					
Salary Only	0	11	0	14	0
Salary & Bonus	0	11	18	14	0
Straight Com.	33	0	0	0	0
Draw Against Com.	40	11	6	0	0
Salary & Com.	7	50	41	29	0
Salary, Bonus & Com.	10	18	29	29	0
Straight Com. w/bonus	7	0	6	0	0
Other	3	0	0	14	0

BENEFITS

Paid Sick Days (average) **12** Accumulate? Yes **30%** No **70%**

	Years of Service							
Paid Vacation	1	2	3	5	10	15	20+	Paid Holidays (average) **7**
(average weeks)	2	2	2	3	3	3	3	

		% of Response			
		Paid In Full By Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	59	0	41	0
	Dependents	18	30	52	0
Surgical Benefits:	Employee	61	0	39	0
	Dependents	19	31	50	0
Major Medical:	Employee	61	0	39	0
	Dependents	19	31	50	0
H.M.O.:	Employee	21	0	11	68
	Dependents	7	14	11	68
Dental:	Employee	30	7	27	37
	Dependents	7	20	37	37
Vision:	Employee	4	0	0	96
	Dependents	0	4	0	96
Disability:	Short Term	48	0	11	41
	Long Term	30	11	15	44
Accidental Death:	Employee	75	0	16	9
	Dependents	11	19	15	56
Group Life:	Employee	73	3	12	12
	Dependents	7	22	7	63
Pension Plan		24	0	0	76
Profit Sharing		7	0	3	90
401-K Plan		6	10	13	71
Employee Stock Option Plan		4	4	0	93
Education/Career Development					
Tuition Reimbursement		21	0	32	46
Workshops, Seminars etc.		69	0	3	28

Definitions — Support Staff

Operator Technician
Has the capability of operating all technical operational equipment.

Maintenance Technician
Performs maintenance and repair of electronic equipment.

Technical Director
Prepares, sets up, operates and adjusts audio and visual broadcast equipment master controls to assure the proper transmission of television signals.

Floor Director
Supervises floor people, making sure all necessary preparations for in-studio productions have been made.

Film/Tape Editor
Edits film/tape to meet time limitations, provides films upon request.

Film Director
Responsible for the overall supervision and work flow of the Film Department.

News Anchor
Presents news copy and film and video reports on camera within specified news periods during the station's broadcast day.

News Producer
Responsible for the production of regularly scheduled TV newscasts; schedules and coordinates all TV news personnel as their efforts relate to the production of a news program.

News Reporter
Gathers news in the field; writes news stories to be used in TV news programs and reports TV news stories.

News Photographer
Responsible for the effective operating camera and editing of the film/tape visual and audio aspects.

Sportscaster
Collects and prepares information for reporting sports events and conducts interviews. Presents sports news segment on regular news programs.

Weathercaster
Prepares and delivers weather information within station newscast.

Assignment Editor
Maintains files and information relating to news events and plans the daily operation of news coverage.

Production Assistant
Responsible for overall production quality of all commercials, promotionals, public service announcements.

Producer/Director
Directs broadcasts, commercials, announcements and other locally produced programs. Responsible for the final product being developed.

Staff Artist
Designs print media advertisements, various graphics for "on-air usage," and graphics for use in commercials.

Traffic/Computer Operator
Prepares minute-by-minute schedule of all on-air television programming, commercials and public service announcements. May be responsible for entering all pertinent data into the computer and generating necessary reports.

Broadcast Financial Management Association
701 Lee Street, Suite 1010
Des Plaines, IL 60016

National Association of Broadcasters
1771 N Street, NW
Washington, DC 20036